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Annual Report on the Employment of Minorities, Women & Handicapped Individuals in the Federal Government Fiscal Year '83

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FOREWORD

This is the second annual report to the President and to the Congress on affirmative employment programs for minorities and women, and the eighth annual report on affirmative action for hiring, placement, and advancement of handicapped individuals in the Federal Government. It is submitted as part of the Equal Employment Opportunity Commission's responsibilities to monitor Federal agency compliance with Section 717 of Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended. Part II of this report, "Employment of Handicapped Individuals in the Federal Government," has been prepared in consultation with the Interagency Committee on Handicapped Employees and fulfills the Commission's responsibility to report to the Congress pursuant to Section 501(c) of the Rehabilitation Act of 1973, as amended.

This report covers the period October 1, 1982, through September 30, 1983. The report is divided into two parts: Part I describes some of the progress that has been made relative to minorities and women in the work force; and Part II provides an update on the accomplishments of Federal agencies in creating an equitable environment for handicapped employees and applicants.

The purpose of this report is not only to acknowledge the fact that considerable progress has been and is being made since the enactment in 1972 of civil rights legislation for minorities and women, and since 1973 for handicapped individuals who are Federal employees/applicants, but also point out that work still needs to be done before the Federal Government achieves a completely representative work force. As indicated in this report:

- Women and minority groups continue upward movement but are underrepresented in several categories of employment in the Federal Government when compared to the Civilian Labor Force;

- Blacks, Hispanics, American Indians, and women are moving out of lower-paid positions but are still concentrated in the lower-paid positions;

- Hispanics continue to be the only minority group which is underrepresented in the Federal work force as a whole in comparison to the National Civilian Labor Force;

- Federal employment changed very little during the fiscal year, but the overall percentages of women and minority groups, except American Indians, in the Federal work force increased or remained about the same; and

- Handicapped individuals remain underrepresented in most agencies, in all occupational categories, and at all grade levels.

The data upon which Part I of this report is based come from the Central Personnel Data File (CPDF) of the Office of Personnel Management and accomplishment reports provided by Federal agencies. The data are governmentwide or agencywide only and include work force data for permanent full and part-time Federal employees. Much of the report is limited to data about the white-collar work force. Temporary employees are not included because we believe actual progress can be measured more effectively with permanent employment.

The data upon which Part II of this report is based come from accomplishment reports provided by agencies and include work force data for both permanent and temporary full and part-time Federal employees. Temporary employees are included because agencies are encouraged to make use of special temporary appointing authorities to hire severely handicapped individuals, and it is important that their efforts be recognized.

The Chairman of the Equal Employment Opportunity Commission wishes to express his appreciation to the government departments and agencies for their cooperation in supplying the required information, thereby assisting the EEOC in the preparation of this report.

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PART I - EMPLOYMENT OF MINORITIES AND WOMEN IN THE FEDERAL GOVERNMENT

A. INTRODUCTION

This annual report to the Congress and to the President by the Equal Employment Opportunity Commission (EEOC) on the employment of minorities and women in the Federal Government covers the period from October 1, 1982, through September 30, 1983. The report will highlight some of the changes in the Federal work force during FY 1983.

The data [1] upon which Part I of this report is based come from the Central Personnel Data File (CPDF) [2] of the Office of Personnel Management and accomplishment reports provided by Federal agencies. The data are governmentwide or agencywide only and include work force data for permanent full and part-time Federal employees. Much of the report is limited to data about the white-collar work force.

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[1] Specific analyses by grade, PATCO and blue-collar groupings exclude the U.S. Postal Service (USPS) and the Tennessee Valley Authority. However, the USPS and the Tennessee Valley Authority are included in all analyses of total Federal employment. References to blue-collar employment refer to the Federal Wage Systems.

[2] The CPDF captures approximately 45 data elements for each employee including that person's sex and minority group designation. The five categories of the group designations used by the CPDF and this report are:

White (Not of Hispanic Origin) -- All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black (Not of Hispanic Origin) -- All persons having origins in any of the black racial groups of Africa.

Hispanics -- All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian American or Pacific Islander -- All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

American Indian or Alaska Native -- All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

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B. BACKGROUND

In 1969, under Executive Order 11478, Federal agencies were required for the first time to establish affirmative programs of equal employment opportunity. The Equal Employment Opportunity Act of 1972 extended coverage of the Civil Rights Act of 1964 so that Federal employers were required to establish these programs pursuant to Section 717 of the Act. For the first time, the former Civil Service Commission (CSC) was given statutory authority to ensure that all personnel actions in the Federal Government were not only free from discrimination, but also actively and affirmatively oriented toward equality of employment opportunity.

The President's Reorganization Plan No. 1 of 1978 transferred to EEOC affirmative employment enforcement functions that previously had been the responsibility of CSC, including the authority to issue such rules, regulations, orders and instructions as it deems necessary and appropriate.

In the fall of 1980, an interagency task force was established to draft instructions to Federal agencies for multiyear affirmative employment programs. This task force was composed of staff from EEOC; the Department of Labor's Office of Federal Contract Compliance Programs; the Office of Personnel Management; and other Federal agencies. In December of that year, the task force submitted proposed instructions to selected agencies for comment.

The management directive which resulted from the work of the interagency task force, EEO-MD-707 (issued informally January 23, 1981; modified by memorandum of June 15, 1981; and issued officially on August 12, 1981) instructed Federal agencies to develop, submit, and implement equal employment and affirmative employment plans for minorities and women for the period FY 1982 through FY 1986. In its evaluation of previous affirmative employment efforts, EEOC had found that there was underrepresentation of minorities and women in Administrative, Technical, Professional, and skilled craft positions and in senior grades under various pay plans. Correcting these deficiencies requires employee training and career development as well as pre-employment training. Actions such as these take time. A five year time span seemed reasonable for planning purposes.

EEO-MD-707 instructed each agency to perform an extensive analysis of the underrepresentation of sex-specific racial/ethnic groups in various employment categories and occupational series (by comparing the agency's work force with the appropriate segment of the Civilian Labor Force) and to set annual goals for those underrepresented groups in categories/series where vacancies were expected. EEO-MD-707 also instructed Federal agencies to submit a plan for the prevention of sexual harassment in the workplace and a multiyear Federal Equal Opportunity Recruitment Plan (FEORP) along with their multiyear affirmative employment program plans. Like other components of multiyear program plans, action plans for the prevention of sexual harassment and FEORP plans were to be reviewed by the agencies at least annually and revised as needed to accomplish the respective goals of eliminating illegal sexual coercion in Federal sector employment and of achieving affirmative employment plan goals through recruitment efforts.

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On August 26, 1983, EEO-MD-707A was issued. This directive provides instructions for the annual accomplishment reports and updates of the affirmative employment (equal employment opportunity) programs for minorities and women based on EEO-MD-707. EEO-MD-707A prescribes the procedures, guidance, and formats for development and submission of annual accomplishment reports of affirmative employment during the multiyear period; and development, submission, and implementation of the annual updates of the equal employment opportunity and affirmative employment plans during the multiyear period, based on EEO-MD-707.

The annual accomplishment report requires information about changes in an agency's work force profile, underrepresentation indicies, hiring accomplishments, internal movement accomplishments, and barrier elimination. The annual update requires information about hiring goals, internal movement goals, and projected barrier elimination activity. These annual reporting requirements were developed after extensive consultation with Federal agencies.

Fiscal Year 1983 was the first year Federal agencies were required to submit annual accomplishment reports and annual updates to the EEOC. Of 113 agencies, 11 did not provide submissions as required by EEO-MD-707A. The agencies not providing submissions for FY 1983 are:

Administrative Office of the U.S. Courts
Appalachian Regional Commission
Commission on Civil Rights
Farm Credit Administration
Federal Mediation and Conciliation Service
Holocaust Memorial Council
National Capital Planning Commission
National Endowment for the Arts
Soldiers' and Airmen's Home
Office of the Federal Inspector of the
    Alaska Natural Gas Transportation System
National Transportation Safety Board.

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C. DETAILED ANALYSIS OF STATISTICAL DATA

1. Total Work Force Summary

In 1982, minorities comprised 24.6% of the total permanent Federal work force, increasing to 24.8% of the 1983 total work force. Blacks, Asian Americans, and American Indians were in the 1982 and 1983 work forces in proportions equal to or greater than the national 1980 Civilian Labor Force (CLF). (See Table I-1.) During Fiscal Year 1983, the number of Federal employees increased by 1,221, less than 0.05%.

Our analysis shows that in most cases minorities and women are concentrated in the lower grades with some movement upward. In 1983, 63.8% of all minorities--as compared with 41.7% of whites--and 71% of all women--as compared with 25.4% of all men--were in Grades 1-8, while 35.5% of all minorities and 27.9% of all women were in grades 9 and above. However, CPDF data show substantial progress over the 1982 figures where 26.6% of women and 34.6% of minorities were in grades 9 and above. (See Table I-6.)

In 1982, blacks were 16.9% (421,003) of all employees (2,488,847) and were 16.9% (421,018) of all employees in 1983 (2,490,068). In 1982, blacks were 14.5% of all white-collar employees and 20.3% of all blue-collar employees. Their representation in white-collar jobs increased to 14.6% but decreased in blue-collar jobs to 19.8% in 1983. Both figures are still above the 1980 CLF for blacks--9.8%.

Hispanics were 4.4% (109,520) of all 1982 employees and increased their representation to 4.5% (112,984) of the 1983 total work force. In 1982, they were 3.8% of the white-collar employees and 6.8% of those in blue-collar jobs. Their respective figures were 3.9% and 6.8% in 1983. Hispanics were the only minority group whose participation in the total 1983 work force (4.5%) is lower than their representation in the 1980 CLF (6.4%). The majority of this underrepresentation of Hispanics appeared attributable to Hispanic women who were employed at only 51% of their CLF rate compared to Hispanic men who were employed at 83% of their CLF rate.

In 1982, Asian Americans were 2.3% (56,358) of all employees, increasing to 2.4% (60,778) of all 1983 employees. They were 2.1% of the white-collar employees and 3.5% of the blue-collar employees in 1982. Their representation in 1983 was 2.3% and 3.5%, respectively. Both figures are above the 1980 CLF for Asian Americans--1.6%

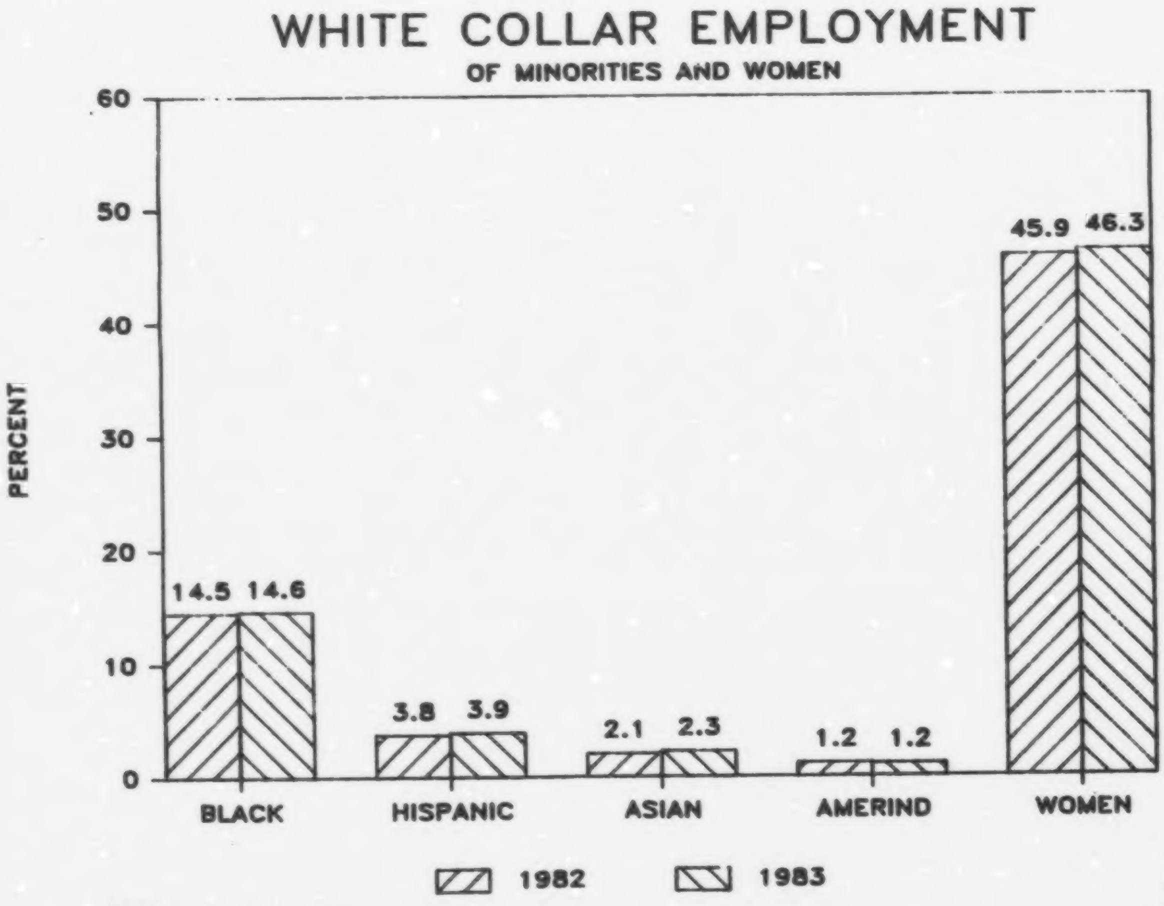
American Indians were 0.98% (24,299) of all employees in 1982 and 0.95% (23,728) of all employees in 1983. They were 1.22% of the white-collar employees and 1.4% of the blue-collar employees in 1982. In 1983, their white-collar representation declined slightly to 1.16%, while their blue-collar representation remained at 1.4%. Both figures are above the 1980 CLF for American Indians--0.5%

The percentage of women in the Federal white-collar work force rose slightly between 1982 and 1983, from 45.9% (649,654) to 46.3% (657,736). While women were 42.5% of the 1980 CLF, they were only 38.6% of the total non-postal Federal work force (white and blue-collar) in 1983. More specifically, the work force participation rates of white and Hispanic women were less than their CLF rates. White women were employed at 80% of their 1980 CLF rate, and Hispanic women were employed at 51% of their CLF rate.

Agencywide data for 1982 and 1983 for the 22 largest agencies show that women and all minority groups, with a few exceptions, increased as percentages of agency work forces in Fiscal Year 1983. Where the group is currently underrepresented after comparing the undifferentiated CLF and the entire agency work force, those exceptions are: the percentage of blacks decreased in the Department of Energy; the percentage of Hispanics decreased in the Departments of Commerce, Education, Energy, Housing and Urban Development, and Transportation, General Services Administration, and Tennessee Valley Authority; the percentage of women decreased in the Departments of Energy, Transportation and State. (See Table I-2.)

Several agencies achieved significant increases in representation of groups previously underrepresented in their work forces. The percentage of blacks increased significantly in the Department of Interior, National Aeronautics and Space Administration, and Tennessee Valley Authority. Hispanics increased significantly in the Departments of Army, Labor, State, Transportation, and Treasury. Asian Americans increased significantly in the Department of State. Women increased significantly in the Departments of Agriculture, and Interior, National Space and Aeronautics Administration, and Tennessee Valley Authority.

FIGURE 1
DISTRIBUTION OF WOMEN AND MINORITIES IN WHITE-COLLAR EMPLOYMENT
1982 AND 1983



2. White-Collar Employment

Each of the Federal white-collar occupational series reflects a specialized line of work with explicit classifications. During the 1970's, the former Civil Service Commission (now the Office of Personnel Management) created and defined five employment categories by which Federal agencies could group occupational series for various purposes (e.g., coverage under the Fair Labor Standards Act): Professional, Administrative, Technical, Clerical and Other (PATCO). 1/ Those categories are now used in many areas of Federal personnel administration and they are a key element in the Central Personnel Data File.

In 1982, 78.8% (1,415,703) of the non-postal Federal work force were in white-collar jobs, while in 1983, 78.9% (1,419,999) were in white-collar jobs. The majority of white-collar positions are in the Administrative category, 28.1% in 1983, down slightly from 28.6% in 1982. The Clerical category accounts for about a quarter of white-collar positions, while the Professional and Technical categories increased slightly to 22.6% and 21.8% in 1983, respectively. The Other category accounted for 2.8% of white-collar employment in 1983.

1/ The PATCO categories are described as follows:

Professional occupations are those that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education. These occupations follow a two-grade interval pattern in the GS and equivalent grades through GS-11.

Administrative occupations are those that involve the exercise of analytical ability, judgment, discretion and personal responsibility, and application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. These positions do not require specialized educational majors and typically follow a two-grade interval pattern through GS-11.

Technical occupations are those that involve work, typically associated with and supportive of a professional or administrative field, which is nonroutine in nature and which involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than that represented by college graduation. These jobs typically follow a one-grade interval pattern in all grades.

Clerical occupations are those that involve structured work in support of office, business, or fiscal operations performed in accordance with established policies, procedures, or techniques and requiring training, experience, or working knowledge related to the tasks to be performed. These jobs typically follow a one-grade interval pattern.

Other occupations are those that cannot be related to the above categories. Predominant occupations in this category are fire prevention, police, guard, and correctional jobs.

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a. Minorities - Minorities comprised 21.7% (306,571 of 1,415,703) of all white-collar Federal employees in 1982, increasing to 22.0% in 1983. As a group, minorities comprised 18.4% of the 1980 white-collar CLF. [2/] The only minority group which was underrepresented in comparison with the 1980 white-collar CLF was Hispanics who were 4.5% of the white-collar CLF but only 3.9% of all white-collar Federal employees.

- Blacks - Blacks held 14.5% (205,869 of 1,415,703) of all white-collar Federal jobs in 1982, increasing to 14.6% in 1983. Blacks were 9.7% of the white-collar CLF in 1980. Blacks' participation rates increased in all PATCO categories, (except Clerical) during FY 1983. The percentage of white-collar blacks in Professional positions increased from 8.9% in 1982 to 9.3% in 1983, and Administrative representation increased from 21.0% in 1982 to 21.3% in 1983. (See Table I-3.)

- Hispanics - Hispanics held 3.8% of all white-collar Federal jobs in 1982, increasing to 3.9% in 1983. Hispanics were 4.5% of the white-collar CLF in 1980. The participation rate for Hispanics increased in each PATCO category during this period. The percentage of white-collar Hispanics in Professional jobs increased from 14.4% in 1982 to 15.0% in 1983, and Administrative representation decreased from 25.8% in 1982 to 25.6% in 1983.

- Asian Americans/Pacific Islanders - Asian Americans held 2.1% of all white-collar Federal jobs in 1982, increasing to 2.3% in 1983. Asian Americans were 1.9% of the white-collar CLF in 1980. The participation rate for Asian Americans increased during this period in each PATCO category. The percent of Asian Americans who were Professionals increased from 36.7% to 37.9% in 1983 and Asian Americans in Administrative jobs decreased from 20.1% to 19.8% in 1983.

- American Indians/Alaskan Natives - American Indians held 1.22% of all white-collar Federal jobs in 1982, and 1.16% in 1983. American Indians held 0.5% of jobs in the white-collar CLF in 1980. The participation rate for American Indians decreased during this period in each PATCO category, except for the Clerical and Other categories.

b. Women - Women held 45.9% of all white-collar Federal jobs in 1982, increasing to 46.3% in 1983. Women held 54.1% of white-collar jobs in the CLF in 1980. The participation rate of women increased in each PATCO category from 1982 to 1983. (See Table I-8.) The representation for all groups of minority women increased over this period. The Clerical category continues to be predominately female, who held 86.6% of Clerical jobs in 1982 and increased to 86.8% of all such jobs in 1983. The only categories in which women as a group equaled their representation in the CLF were in the Clerical and Technical categories for 1983. White and Hispanic women were underrepresented in every category except for Clerical in 1983. Asian women were underrepresented in Administrative and Other categories. Black women were underrepresented in the Professional and Other categories.

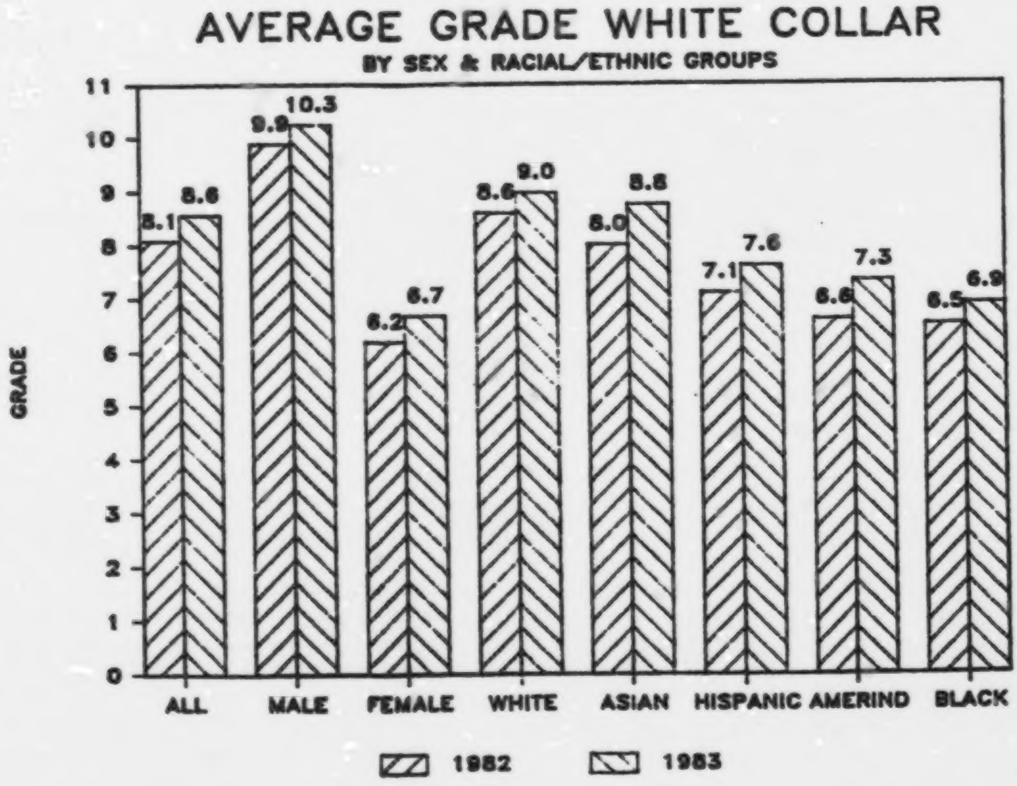
[2/] Excludes census categories of sales workers, craft workers, operatives, and laborers.

3. White-Collar Pay (GS/GM & SES Pay Systems)

In the past year, progress has been made in the pay of minorities and women:

a. Minorities - The average grade for each minority group increased between 1982 and 1983. The average grades in 1983 were: whites (8.97), Asian Americans (8.75), Hispanics (7.61), American Indians (7.32), and blacks (6.89). (See Table I-4.)

FIGURE 2
AVERAGE GRADE: 1982 AND 1983
WHITE-COLLAR



o Blacks - Blacks were 14.7% of all white-collar employees in 1983, an increase of 0.2 percentage points over their 1982 representation. Blacks represent 9.8% of the 1980 CLF. Of all blacks in white-collar jobs in 1982, 70.1% were in grades 1-8. In 1983, the percentage of blacks in these grades decreased to 69.1%. The percentage of blacks in grades 9-12 increased from 24.2% in 1982 to 25.0% in 1983. 5.2% of all blacks were in grades 13 and above in 1982, and increased to 5.4% in 1983. (See Table I-6.) The average grade for blacks was 6.5 in 1982 and 6.89 in 1983, a 7.5% increase.

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- o Hispanics - While much progress has been made, Hispanics were still underrepresented in each grade range for 1983. Although Hispanics were 6.4% of the 1980 CLF, they were only 3.9% of all white-collar employees in 1983. Of all Hispanics in white-collar jobs in 1982, 57.5% were in grades 1-8. Similarly, in 1983, 57.0% of all Hispanics were in these grades, a slight decrease. The percentage of Hispanics in grades 9-12 increased from 34.4% in 1982 to 35.0% in 1983. In 1982, 7.3% of all Hispanics were in grades 13 and above. For 1983, the comparable figure was 7.1%, a decrease. The average grade for Hispanics was 7.1 in 1982 and 7.61 in 1983, a 5.8% increase.

- o Asian Americans/Pacific Islanders - Asian Americans were represented in all white-collar jobs at a rate above their CLF participation (1.6%). Their participation rate increased from 2.1% in 1982 to 2.3% in 1983. Of all Asian Americans in white-collar jobs in 1982, 43.7% were in grades 1-8. This decreased in 1983 to 42.8%. The percent of Asian Americans in grades 9-12 increased from 41.3% in 1982 to 41.6% in 1983. In 1982, 13.7% of all Asian Americans were in grades 13 and above. For 1983, the comparable figure was 13.8%, an increase. The average grade for Asian Americans in 1982 was 8.0 while in 1983, the average grade for Asian Americans rose to 8.75.

- o American Indians/Alaskan Natives - American Indians were represented in all white-collar jobs at a rate above their CLF representation (1.2%). Of all American Indians in white-collar jobs in 1982, 60.9% were in grades 1-8. This increased in 1983 to 61.7%. The percentage in grades 9-12 decreased from 31.3% in 1982 to 30.3% in 1983. As in 1982, 7.4% of all American Indians in the 1983 work force were in grades 13 and above. By 1983, the representation of American Indians in each grade range, except in the GS/GM 16-18 grade range, exceeded their 1980 CLF rate. In 1982, American Indians had an average grade of 6.6. In 1983, their average grade was 7.32.

b. Women - In four grade groupings (5-8, 9-12, 13-15, and SES including 16-18), the representation of women increased during 1983, with an increase of 0.4% (45.9 to 46.3%) in their overall representation. (See Table I-5.) In the grade grouping where women were most populous in 1982 (grades 1-4), there was a slight decrease in representation by 1983 (from 77.2% to 76.7%). In those grades where there were extremely few women (grades 16-18), the percentage increase was from 6.4% to 6.8%.

In 1982, 72.4% of white-collar women were in grades 1-8 declining to 71.1% in 1983. (See Table I-6.) In 1982, 3.1% of all women in white-collar jobs were in grades 13-18 jobs, and in 1983, 3.4% of all women were in grades 13-18, an increase. The average grade for women increased during the period, from 6.2 to 6.68 (an increase of 7.7%), as did the average grade for men, from 9.9 to 10.25 (a 3.5% increase). (See Table I-7.)

4. Blue-Collar Employment

In 1982, 21.2% (381,681) of the non-postal Federal work force were in blue-collar jobs, while in 1983, 21.1% (379,017) were in blue-collar jobs. Blue-collar jobs declined from 15.3% to 15.2% of total Federal Government jobs from 1982 to 1983, and the representation of minorities decreased in blue-collar jobs from 32.0% to 31.7%. The only minority group whose percent representation in blue-collar jobs declined over the period was blacks (from 20.3% in 1982 to 19.8% in 1983). (See Table I-8.) However, all minority groups' representation in blue-collar jobs, except Hispanics, exceeded their blue-collar CLF rate for both years.

Women, however, were underrepresented in the 1983 blue-collar work force. Although they were 19.9% of the 1980 blue-collar CLF, women comprised only 9.6% of all 1983 Federal blue-collar workers, an increase from 9.5% in 1982. A number of Federal agencies are making progress in employing women in wage grade postions.

5. Agency Rankings

This is the first time that the Commission has attempted to rank Federal agencies by their EEO profiles. Numerous pitfalls exist in comparing one agency's work force profile with that of another agency. The work force[1] of each agency is unique and is determined in large part by each agency's unique mission. One is, therefore, to some extent comparing apples and oranges when comparing the work force profile of one agency with that of another. If an agency which has a large clerical work force is compared with another agency which has a relatively smaller clerical work force, then the EEO profiles of these two agencies will probably be very different (the agency with a large clerical work force will usually have a higher percentage of women in the work force as a whole than an agency with a small clerical work force), regardless of the effectiveness of the EEO programs of the two agencies. Similarly, an agency with a top-heavy work force--one that is 50% Professional, for example--will usually have fewer minorities and women than an agency in which Professionals constitute only 10% of the overall work force, again, regardless of the effectiveness of the agencies' EEO programs.

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[1] Source of Data - Virtually all the data used in this analysis of minorities and women from OPM's Civilian Personnel Data File (CPDF) cover permanent employees only (part-time and full-time) as of September 30, 1983. However, the CPDF has no data for five agencies within the jurisdiction of Section 717 of Title VII of the Civil Rights Act of 1964, as amended: Tennessee Valley Authority, U.S. Postal Service, Army-Air Force Exchange Service, Central Intelligence Agency (CIA), and the National Security Agency (NSA). Where data appear in the tables which follow for these agencies (other than the composite tables), they were taken from the FY 1983 accomplishment reports submitted to the Commission. Sixteen agencies for which only partial data are available are not included in the composite ranking table. All Defense agencies listed in the attached tables are separate planning and reporting units for affirmative employment purposes, as determined by the Department of Defense.

The difficulties in comparing agencies with each other can be mitigated to some extent, and we have done as much as is practical. For example, rather than comparing absolute average grades of specific groups across agencies, we first calculated the difference between the average grade of men in an agency and the average grade of women in that agency, and the difference between the average grade of whites in an agency and the average grade of blacks in that agency, etc. One could then rank agencies based upon the magnitude of that difference. With such a ranking, the highest ranking agency would have the smallest difference between the average grade of males and the average grade of females. However, even that measure is not as fair to agencies with lower average grades, since a three-grade gap in an agency with a low average grade overall is not comparable to a three-grade gap in an agency with a high average grade. Therefore, the measure used in comparing average grades of EEO groups was the difference in average grades as a percent of the average grade of the agency as a whole. This measure is probably the fairest that can be used when basing the ranking on average grades.

Table I-9 is a composite of agency rankings of 11 different comparisons of employment representation of minorities and women. This mitigates the effects of the unfairness of any one measure through sheer number of criteria used. We believe this composite ranking is a reasonably fair measure by which to rank agency work force profiles.

Tables I-15 and I-16 compare Professional profiles so that the size of the Professional work force as a percent of the total agency work force is irrelevant. Again, comparing by category does not remove, but does mitigate, the disadvantages of agencies with a certain size and type of Professional work force as compared to agencies with different Professional work forces. It is not possible, however, to remove the disadvantage an agency with a Professional work force made up primarily of nuclear physicists (very few of whom today are minorities or women) suffers when being compared with an agency with a Professional work force primarily made up of lawyers (considerably more of whom today are minorities and women).

APPENDIX PART I: STATISTICAL DATA - Minorities and Women

Table I-1

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TABLE I-1

CIVILIAN LABOR FORCE AND TOTAL FEDERAL EMPLOYEES (ALL PAY SYSTEMS) 1982 AND 1983

	% 1980 Civilian Labor Force	% 1982 Federal Work Force	% 1983 Federal Work Force	Above or Below CLF
ALL MEN	57.54	65.6	65.1	ABOVE
ALL WOMEN	42.46	34.4	34.9	BELOW
WHITE:	81.56	75.4	75.1	BELOW
MEN	47.48	51.5	50.9	ABOVE
WOMEN	34.08	23.9	24.2	BELOW
BLACK:	9.78	16.9	16.9	ABOVE
MEN	4.94	8.8	8.7	ABOVE
WOMEN	4.84	8.1	8.2	ABOVE
HISPANIC:	6.44	4.4	4.5	BELOW
MEN	3.90	3.2	3.2	BELOW
WOMEN	2.54	1.2	1.3	BELOW
ASIAN/AMER PAC ISL:	1.61	2.3	2.4	ABOVE
MEN	0.86	1.6	1.7	ABOVE
WOMEN	0.75	0.7	0.8	ABOVE
AMER IND ALAS NAT:	0.52	1.0	1.0	ABOVE
MEN	0.30	0.5	0.5	ABOVE
WOMEN	0.22	0.4	0.4	ABOVE
Total # of Federal Employees	N/A	2,488,847	2,490,068	N/A

"N/A" means not applicable to analysis.

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TABLE I-1 (cont)

CIVILIAN LABOR FORCE AND WHITE-COLLAR EMPLOYEES
1982 AND 1983

	% 1980 Civilian Labor Force	% 1980 White-Collar CLF [1]	% 1982 Federal White-Collar Work Force	% 1983 Federal White-Collar Work Force	Above or Below CLF
ALL MEN	57.54	45.9	54.11	53.68	ABOVE
ALL WOMEN	42.46	54.1	45.89	46.32	ABOVE
WHITE:	81.56	83.3	78.34	77.97	BELOW
MEN	47.48	39.1	45.46	44.96	ABOVE
WOMEN	34.08	44.3	32.88	33.01	BELOW
BLACK:	9.78	9.7	14.54	14.64	ABOVE
MEN	4.94	3.5	4.82	4.81	ABOVE
WOMEN	4.84	6.2	9.72	9.83	ABOVE
HISPANIC:	6.44	4.5	3.79	3.94	BELOW
MEN	3.90	2.1	2.11	2.16	ABOVE
WOMEN	2.54	2.4	1.68	1.78	BELOW
ASIAN/AMER PAC ISL:	1.61	1.9	2.10	2.28	ABOVE
MEN	0.86	1.0	1.16	1.26	ABOVE
WOMEN	0.75	0.9	0.94	1.02	ABOVE
AMER IND ALAS NAT:	0.52	0.5	1.22	1.16	ABOVE
MEN	0.30	0.2	0.55	0.49	ABOVE
WOMEN	0.22	0.3	0.66	0.67	ABOVE

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[1] Excludes census categories of sales workers, craft workers, operatives, and laborers.

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TABLE I-1 (cont)

CIVILIAN LABOR FORCE AND WHITE-COLLAR PROFESSIONAL EMPLOYEES 1982 AND 1983

	% 1980 Civilian Labor Force	% 1980 Professional[1] Labor Force	% 1982 Federal Professional Work Force	% 1983 Federal Professional Work Force	Above or Below CLF
ALL MEN	57.54	67.95	76.55	76.11	ABOVE
ALL WOMEN	42.46	32.05	23.45	23.89	BELOW
WHITE:	81.56	87.47	87.20	86.90	BELOW
MEN	47.48	60.62	68.69	68.10	ABOVE
WOMEN	34.08	26.85	18.51	18.80	BELOW
BLACK:	9.78	5.12	5.95	6.04	ABOVE
MEN	4.94	2.33	3.02	3.04	ABOVE
WOMEN	4.84	2.79	2.93	3.00	ABOVE
HISPANIC:	6.44	3.30	2.51	2.60	BELOW
MEN	3.90	2.16	1.84	1.90	BELOW
WOMEN	2.54	1.14	0.67	0.70	BELOW
ASIAN/AMER PAC ISL:	1.61	3.65	3.53	3.83	ABOVE
MEN	0.86	2.53	2.49	2.69	ABOVE
WOMEN	0.75	1.12	1.04	1.14	ABOVE
AMER IND ALAS NAT:	0.52	0.34	0.81	0.63	ABOVE
MEN	0.30	0.21	0.51	0.38	ABOVE
WOMEN	0.22	0.13	0.30	0.25	ABOVE

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[1] 1980 Professional Labor Force from Revised Appendix B, EEO-MD-707

TABLE I-1 (cont)

CIVILIAN LABOR FORCE AND WHITE-COLLAR ADMINISTRATIVE EMPLOYEES 1982 AND 1983

	% 1980 Civilian Labor Force	% 1980 Administrative[1] Labor Force	% 1982 Federal Administrative Work Force	% 1983 Federal Administrative Work Force	Above or Below CLF
ALL MEN	57.54	68.31	69.03	67.95	BELOW
ALL WOMEN	42.46	31.69	30.97	32.05	ABOVE
WHITE:	81.56	87.01	83.45	82.74	BELOW
MEN	47.48	60.44	60.31	58.94	BELOW
WOMEN	34.08	26.57	23.14	23.80	BELOW
BLACK:	9.78	6.76	10.69	11.09	ABOVE
MEN	4.94	3.64	4.77	4.89	ABOVE
WOMEN	4.84	3.13	5.93	6.20	ABOVE
HISPANIC:	6.44	4.06	3.42	3.60	BELOW
MEN	3.90	2.76	2.36	2.46	BELOW
WOMEN	2.54	1.30	1.06	1.14	BELOW
ASIAN/AMER PAC ISL:	1.61	1.59	1.47	1.61	ABOVE
MEN	0.86	1.08	0.94	1.02	BELOW
WOMEN	0.75	0.51	0.53	0.59	ABOVE
AMER IND ALAS NAT:	0.52	0.50	0.96	0.96	ABOVE
MEN	0.30	0.32	0.65	0.63	ABOVE
WOMEN	0.22	0.17	0.31	0.33	ABOVE

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[1] 1980 Administrative Labor Force from Revised Appendix B, EEO-MD-707

TABLE I-1 (cont)

CIVILIAN LABOR FORCE AND WHITE-COLLAR TECHNICAL EMPLOYEES 1982 AND 1983

	% 1980 Civilian Labor Force	% 1980 Technical[1] Labor Force	% 1982 Federal Technical Work Force	% 1983 Federal Technical Work Force	Above or Below CLF
ALL MEN	57.54	53.00	54.64	53.16	ABOVE
ALL WOMEN	42.46	47.00	45.36	46.84	BELOW
WHITE:	81.56	82.23	73.99	73.60	BELOW
MEN	47.48	45.22	43.53	42.22	BELOW
WOMEN	34.08	37.02	30.46	31.38	BELOW
BLACK:	9.78	9.88	18.19	18.46	ABOVE
MEN	4.94	3.54	6.59	6.47	ABOVE
WOMEN	4.84	6.34	11.61	11.98	ABOVE
HISPANIC:	6.44	5.12	4.15	4.30	BELOW
MEN	3.90	2.69	2.70	2.71	ABOVE
WOMEN	2.54	2.43	1.45	1.59	BELOW
ASIAN/AMER PAC ISL:	1.61	2.15	1.76	1.89	BELOW
MEN	0.86	1.24	0.98	1.03	BELOW
WOMEN	0.75	0.91	0.78	0.86	BELOW
AMER IND ALAS NAT:	0.52	0.51	1.89	1.78	ABOVE
MEN	0.30	0.25	0.84	0.76	ABOVE
WOMEN	0.22	0.26	1.06	1.02	ABOVE

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[1] 1980 Technical Labor Force from Revised Appendix B, EEO-MD-707

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TABLE I-1 (cont)

CIVILIAN LABOR FORCE AND WHITE-COLLAR CLERICAL EMPLOYEES
1982 AND 1983

	% 1980 Civilian Labor Force	% 1980 Clerical[1] Labor Force	% 1982 Federal Clerical Work Force	% 1983 Federal Clerical Work Force	Above or Below CLF
ALL MEN	57.54	27.19	13.41	13.20	BELOW
ALL WOMEN	42.46	72.81	86.59	86.80	ABOVE
WHITE:	81.56	79.00	69.40	69.00	BELOW
MEN	47.48	21.69	8.09	7.99	BELOW
WOMEN	34.08	57.32	61.31	61.01	ABOVE
BLACK:	9.78	12.06	22.75	22.77	ABOVE
MEN	4.94	2.77	3.68	3.60	ABOVE
WOMEN	4.84	9.29	19.07	19.17	ABOVE
HISPANIC:	6.44	6.13	4.66	4.86	BELOW
MEN	3.90	1.88	1.08	1.07	BELOW
WOMEN	2.54	4.24	3.58	3.80	BELOW
ASIAN/AMER PAC ISL:	1.61	2.20	1.91	2.05	BELOW
MEN	0.86	0.68	0.39	0.42	BELOW
WOMEN	0.75	1.52	1.53	1.64	ABOVE
AMER IND ALAS NAT:	0.52	0.48	1.28	1.32	ABOVE
MEN	0.30	0.12	0.18	0.13	ABOVE
WOMEN	0.22	0.36	1.10	1.19	ABOVE

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[1] 1980 Clerical Labor Force from Revised Appendix B, EEO-MD-707

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TABLE I-1 (cont)

CIVILIAN LABOR FORCE AND BLUE-COLLAR EMPLOYEES 1982 AND 1983

	% 1980 Civilian Labor Force	% 1980 Blue-Collar[1] Labor Force	% 1982 Federal Blue-Collar Work Force	% 1983 Federal Blue-Collar Work Force	Above or Below CLF
ALL MEN	57.54	80.1	90.51	90.42	ABOVE
ALL WOMEN	42.46	19.9	9.49	9.58	BELOW
WHITE:	81.56	78.6	67.99	68.29	BELOW
MEN	47.48	64.2	63.41	63.56	BELOW
WOMEN	34.08	14.3	4.58	4.73	BELOW
BLACK:	9.78	11.4	20.32	19.80	ABOVE
MEN	4.94	8.4	16.17	15.76	ABOVE
WOMEN	4.84	2.9	4.15	4.05	ABOVE
HISPANIC:	6.44	8.1	6.80	7.13	BELOW
MEN	3.90	6.1	6.42	6.89	ABOVE
WOMEN	2.54	2.0	0.38	0.42	BELOW
ASIAN/AMER PAC ISL:	1.61	1.2	3.53	3.64	ABOVE
MEN	0.86	0.8	3.34	3.44	ABOVE
WOMEN	0.75	0.4	0.19	0.20	BELOW
AMER IND ALAS NAT:	0.52	0.7	1.36	1.37	ABOVE
MEN	0.30	0.5	1.17	1.19	ABOVE
WOMEN	0.22	0.1	0.19	0.18	ABOVE

[1] 1980 Blue-Collar Labor Force from Revised Appendix B, EEO-MD-707

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Tables I-2 through I-20

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY 1982 AND 1983*

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
GOVERNMENT WIDE TOTAL																					
1982	2488847	855020	34.4	594320	23.9	218802	8.8	202201	8.1	79135	3.2	30385	1.2	39055	1.6	17303	0.7	13496	0.5	10803	0.4
1983	2490068	868238	34.9	601360	24.2	216444	8.7	204574	8.2	80663	3.2	32321	1.3	41708	1.7	19070	0.8	12815	0.5	10913	0.4
ADMINISTRATIVE OFFICE OF THE U.S. COURTS																					
1982	488	282	57.8	159	32.6	40	8.2	120	24.6	3	0.6	2	0.4	2	0.4	1	0.2	0	0.0	0	0.0
1983	514	290	56.4	163	31.7	43	8.4	124	24.1	3	0.6	2	0.4	2	0.4	1	0.2	1	0.2	0	0.0
AGENCY FOR INTERNATIONAL DEVELOPMENT**																					
1982	3652	1427	39.1	765	20.9	226	6.2	603	16.5	80	2.2	23	0.6	44	1.2	31	0.8	8	0.2	5	0.1
1983	3655	1430	39.1	756	20.7	222	6.1	610	16.7	84	2.3	26	0.7	43	1.2	33	0.9	7	0.2	5	0.1
AGRICULTURE																					
1982	97365	30031	30.8	24690	25.4	3629	3.7	3682	3.8	2433	2.5	909	0.9	785	0.8	387	0.4	789	0.8	363	0.4
1983	95306	30444	31.9	25068	26.3	3556	3.7	3651	3.8	2390	2.5	926	1.0	775	0.8	386	0.4	828	0.9	413	0.4
COMMERCE																					
1982	29491	11733	39.8	8237	27.9	1777	6.0	3111	10.5	364	1.2	232	0.8	414	1.4	118	0.4	83	0.3	35	0.1
1983	29446	11808	40.1	8266	28.1	1747	5.9	3158	10.7	368	1.2	215	0.7	459	1.6	133	0.5	83	0.3	36	0.1
CONSUMER PRODUCT SAFETY COMMISSION																					
1982	590	277	46.9	201	34.1	34	5.8	70	11.9	6	1.0	3	0.5	8	1.4	3	0.5	2	0.3	0	0.0
1983	554	258	46.6	177	31.9	33	6.0	74	13.4	5	0.9	2	0.4	9	1.6	5	0.9	3	0.5	0	0.0
DEFENSE SUMMARY																					
1982	877533	275039	31.3	209836	23.9	65122	7.4	44951	5.1	33894	3.9	10975	1.3	21650	2.5	7569	0.9	3518	0.4	1708	0.2
1983	887955	281940	31.8	213200	24.0	64636	7.3	46915	5.3	34525	3.9	11681	1.3	22921	2.6	8230	0.9	3825	0.4	1914	0.2
DEFENSE AIR FORCE																					
1982	218779	69880	31.9	55087	25.2	11368	5.2	7702	3.5	14685	6.7	5024	2.3	2985	1.4	1449	0.7	1057	0.5	618	0.3
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	5323	2.4	3006	1.4	1553	0.7	1123	0.5	642	0.3
DEFENSE ARMY:																					
1982	305770	106069	34.7	81983	26.8	19482	6.4	17048	5.6	10552	3.5	3460	1.1	4319	1.4	2628	0.9	1426	0.5	650	0.2
1983	310826	108661	35.0	83110	26.7	19779	6.4	18260	5.9	10944	3.5	3687	1.2	4642	1.5	2843	0.9	1543	0.5	761	0.2
DEFENSE AUDIT SERVICE																					
1982	453	90	19.9	62	13.7	22	4.9	26	5.7	3	0.7	0	0.0	9	2.0	2	0.4	1	0.2	0	0.0
1983	548	115	21.0	75	13.7	24	4.4	36	6.6	4	0.7	0	0.0	11	2.0	3	0.5	1	0.2	1	0.2
DEFENSE COMMUNICATIONS AGENCY																					
1982	1490	622	41.7	482	32.3	73	4.9	116	7.8	6	0.4	8	0.5	22	1.5	14	0.9	2	0.1	2	0.1
1983	1506	629	41.8	488	32.4	73	4.8	117	7.8	7	0.5	9	0.6	22	1.5	13	0.9	1	0.1	2	0.1

* GOVERNMENT WIDE DATA INCLUDES CENTRAL PERSONNEL DATA FILE (CPDF), TVA, AND U.S. POSTAL SERVICE
TOTALS EXCLUDE THOSE WITHOUT RACIAL/ETHNIC DESIGNATIONS IN CPDF (36,208) IN 1982 AND 20,550 IN 1983).

** DATA FROM AGENCY ACCOMPLISHMENT REPORT

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY 1982 AND 1983

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
DEFENSE CONTRACT AUDIT AGENCY																					
1982	3467	895	25.8	694	20.0	96	2.8	129	3.7	49	1.4	19	0.5	111	3.2	49	1.4	7	0.2	4	0.1
1983	3672	1013	27.6	767	20.9	102	2.8	156	4.2	52	1.4	23	0.6	125	3.4	63	1.7	7	0.2	4	0.1
DEFENSE INTELLIGENCE AGENCY																					
1982	2237	740	33.1	609	27.2	123	5.5	127	5.7	4	0.2	2	0.1	8	0.4	1	.0	2	0.1	1	.0
1983	2372	792	33.4	611	25.8	128	5.4	175	7.4	9	0.4	2	0.1	10	0.4	2	0.1	8	0.3	2	0.1
DEFENSE INVESTIGATIVE SERVICE																					
1982	2295	860	37.5	692	30.2	65	2.8	141	6.1	23	1.0	18	0.8	17	0.7	5	0.2	3	0.1	4	0.2
1983	2398	910	37.9	724	30.2	68	2.8	152	6.3	26	1.1	24	1.0	17	0.7	6	0.3	3	0.1	4	0.2
DEFENSE LOGISTICS AGENCY																					
1982	45563	19273	42.3	12632	27.7	5164	11.3	5824	12.8	1001	2.2	477	1.0	300	0.7	212	0.5	159	0.3	128	0.3
1983	45006	19151	42.6	12441	27.6	5072	11.3	5853	13.0	1008	2.2	495	1.1	325	0.7	230	0.5	178	0.4	132	0.3
DEFENSE NAVY:																					
1982	285081	73340	25.7	54887	19.3	27790	9.7	13160	4.6	7367	2.6	1841	0.6	13816	4.8	3161	1.1	846	0.3	293	0.1
1983	288356	75095	26.0	56096	19.5	26910	9.3	13478	4.7	7386	2.6	1983	0.7	14637	5.1	3459	1.2	945	0.3	352	0.1
DEFENSE MAPPING AGENCY																					
1982	8025	2163	27.0	1669	20.8	782	9.7	407	5.1	191	2.4	63	0.8	40	0.5	21	0.3	11	0.1	3	.0
1983	8426	2354	27.9	1824	21.6	769	9.1	436	5.2	189	2.2	63	0.7	41	0.5	26	0.3	13	0.2	5	0.1
DEFENSE NUCLEAR AGENCY																					
1982	453	232	51.2	184	40.6	15	3.3	14	3.1	38	8.4	30	6.6	2	0.4	3	0.7	0	0.0	1	0.2
1983	537	280	52.1	223	41.5	16	3.0	21	3.9	42	7.8	31	5.8	3	0.6	4	0.7	1	0.2	1	0.2
DEFENSE OFFICE OF DEPENDENTS SCHOOLS*																					
1982	9865	7027	71.2	6162	62.5	203	2.1	539	5.5	56	0.6	146	1.5	36	0.4	141	1.4	5	0.1	20	0.2
1983	11676	8106	69.4	7618	65.2	103	0.9	807	6.9	63	0.5	201	1.7	37	0.3	157	1.3	7	0.1	27	0.2
DEFENSE OFFICE OF THE SECRETARY																					
1982	1031	461	44.7	381	37.0	20	1.9	67	6.5	6	0.6	8	0.8	2	0.2	4	0.4	1	0.1	1	0.1
1983	1178	551	46.8	457	38.8	24	2.0	78	6.6	6	0.5	10	0.8	3	0.3	4	0.3	0	0.0	2	0.2
EDUCATION																					
1982	4985	2780	55.8	1335	26.8	452	9.1	1336	26.8	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4620	2566	55.5	1299	28.1	391	8.5	1175	25.4	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2
ENERGY																					
1982	16785	5727	34.1	4329	25.8	567	3.4	1067	6.4	395	2.4	207	1.2	184	1.1	88	0.5	97	0.6	36	0.2
1983	16259	5490	33.8	4142	25.5	550	3.4	1018	6.3	357	2.2	200	1.2	188	1.2	90	0.6	109	0.7	40	0.2

* DATA PROVIDED BY AGENCY

TABLE I-2

FEDERAL AGENCY TREND SUMMARY 1982 AND 1983

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
ENVIRONMENTAL PROTECTION AGENCY*																					
1982	10390	4230	40.7	2913	28.0	394	3.8	1158	11.1	101	1.0	71	0.7	152	1.5	78	0.8	8	0.1	10	0.1
1983	10082	4084	40.5	2801	27.8	386	3.8	1156	11.5	99	1.0	67	0.7	151	1.5	80	0.8	8	0.1	10	0.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																					
1982	2934	1652	56.3	615	21.0	569	19.4	875	29.8	180	6.1	138	4.7	24	0.8	16	0.5	7	0.2	8	0.3
1983	2927	1659	56.7	668	22.8	547	18.7	844	28.8	172	5.9	128	4.4	22	0.8	10	0.3	6	0.2	9	0.3
FEDERAL COMMUNICATIONS COMMISSION																					
1982	1774	803	45.3	420	23.7	131	7.4	355	20.0	18	1.0	19	1.1	14	0.8	7	0.4	5	0.3	2	0.1
1983	1785	839	47.0	435	24.4	126	7.1	375	21.0	20	1.1	20	1.1	18	1.0	7	0.4	8	0.4	2	0.1
FEDERAL DEPOSIT INSURANCE CORPORATION																					
1982	2981	885	29.7	630	21.1	154	5.2	214	7.2	39	1.3	19	0.6	11	0.4	20	0.7	2	0.1	2	0.1
1983	2906	866	29.8	610	21.0	151	5.2	215	7.4	43	1.5	18	0.6	10	0.3	21	0.7	2	0.1	2	0.1
FEDERAL EMERGENCY MANAGEMENT AGENCY																					
1982	1918	733	38.2	520	27.1	71	3.7	191	10.0	12	0.6	8	0.4	9	0.5	5	0.3	7	0.4	9	0.5
1983	2168	797	36.8	562	25.9	73	3.4	211	9.7	12	0.6	10	0.5	11	0.5	7	0.3	8	0.4	7	0.3
FEDERAL HOME LOAN BANK BOARD																					
1982	1480	546	36.9	370	25.0	71	4.8	161	10.9	16	1.1	5	0.3	12	0.8	6	0.4	1	0.1	1	0.1
1983	1401	531	37.9	347	24.8	76	5.4	171	12.2	17	1.2	8	0.6	17	1.2	9	0.6	4	0.3	1	0.1
FEDERAL TRADE COMMISSION																					
1982	1379	699	50.7	350	25.4	118	8.6	324	23.5	9	0.7	16	1.2	14	1.0	8	0.6	1	0.1	1	0.1
1983	1222	625	51.1	304	24.9	100	8.2	302	24.7	5	0.4	12	1.0	11	0.9	7	0.6	0	0.0	0	0.0
GENERAL SERVICES ADMINISTRATION																					
1982	28192	10004	35.5	5341	18.9	5439	19.3	4175	14.8	749	2.7	265	0.9	282	1.0	168	0.6	98	0.3	55	0.2
1983	26692	9778	36.6	5212	19.5	4971	18.6	4048	15.2	667	2.5	280	1.0	271	1.0	184	0.7	93	0.3	54	0.2
GOVERNMENT PRINTING OFFICE																					
1982	5550	1679	30.3	482	8.7	1779	32.1	1174	21.2	38	0.7	14	0.3	12	0.2	7	0.1	0	0.0	2	.0
1983	5373	1641	30.5	463	8.6	1742	32.4	1152	21.4	40	0.7	17	0.3	13	0.2	7	0.1	0	0.0	2	.0
HEALTH AND HUMAN SERVICES																					
1982	130646	85047	65.1	51439	39.4	7405	5.7	24785	19.0	1712	1.3	3513	2.7	687	0.5	1096	0.8	1622	1.2	4221	3.2
1983	129938	84836	65.3	50645	39.0	7405	5.7	24809	19.1	1728	1.3	3589	2.8	706	0.5	1149	0.9	1650	1.3	4344	3.3

* DATA PROVIDED BY AGENCY

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY 1982 AND 1983

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	KUMBER	%	NUMBER	%	NUMBER	%
HOUSING AND URBAN DEVELOPMENT																					
1982	13708	6532	47.7	3788	27.6	1113	8.1	2332	17.0	400	2.9	289	2.1	90	0.7	91	0.7	38	0.3	32	0.2
1983	12342	5885	47.7	3294	26.7	1036	8.4	2210	17.9	347	2.8	262	2.1	106	0.9	91	0.7	44	0.4	29	0.2
INTERIOR																					
1982	49812	14445	29.0	10108	20.3	1578	3.2	1016	2.0	854	1.7	424	0.9	355	0.7	176	0.4	4737	9.5	2721	5.5
1983	58018	18107	31.2	13698	23.6	1810	3.1	1399	2.4	1018	1.8	608	1.0	393	0.7	236	0.4	3568	6.1	4346	7.5
INTERSTATE COMMERCE COMMISSION																					
1982	1506	652	43.3	316	21.0	111	7.4	325	21.6	12	0.8	9	0.6	2	0.1	1	0.1	4	0.3	1	0.1
1983	1293	555	42.9	269	20.8	100	7.7	275	21.3	10	0.8	8	0.6	2	0.2	2	0.2	4	0.3	1	0.1
JUSTICE*																					
1982	53450	19778	37.0	12483	23.4	3378	6.3	5897	11.0	2493	4.7	965	1.8	291	0.5	206	0.4	146	0.3	57	0.1
1983	57948	21252	36.7	13574	23.4	3724	6.4	6276	10.8	2866	4.9	1096	1.9	315	0.5	240	0.4	164	0.3	65	0.1
LABOR																					
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	283	1.6	76	0.4	84	0.5	52	0.3	23	0.1
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	309	1.7	92	0.5	110	0.6	53	0.3	30	0.2
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																					
1982	21862	4957	22.7	3899	17.8	813	3.7	791	3.6	388	1.8	146	0.7	279	1.3	95	0.4	44	0.2	26	0.1
1983	22137	5184	23.4	4048	18.3	834	3.8	851	3.8	407	1.8	159	0.7	311	1.4	98	0.4	51	0.2	28	0.1
NATIONAL CREDIT UNION ADMINISTRATION																					
1982	602	161	26.7	112	18.6	27	4.5	39	6.5	8	1.3	5	0.8	4	0.7	4	0.7	3	0.5	1	0.2
1983	616	159	25.8	111	18.0	26	4.2	39	6.3	7	1.1	5	0.8	4	0.6	3	0.5	1	0.2	1	0.2
NATIONAL LABOR RELATIONS BOARD																					
1982	2443	1231	50.4	759	31.1	134	5.5	383	15.7	51	2.1	63	2.6	8	0.3	23	0.9	1	.0	3	0.1
1983	2647	1384	52.3	857	32.4	139	5.3	430	16.2	55	2.1	83	3.1	14	0.5	21	0.8	0	0.0	3	0.1
NATIONAL SCIENCE FOUNDATION																					
1982	1109	636	57.3	396	35.7	53	4.8	232	20.9	3	0.3	5	0.5	8	0.7	3	0.3	0	0.0	0	0.0
1983	1036	583	56.3	353	34.1	50	4.8	220	21.2	3	0.3	6	0.6	11	1.1	3	0.3	0	0.0	1	0.1
NUCLEAR REGULATORY COMMISSION																					
1982	3449	1181	34.2	950	27.5	113	3.3	203	5.9	26	0.8	11	0.3	91	2.6	16	0.5	4	0.1	1	.0
1983	3180	1122	35.3	893	28.1	102	3.2	199	6.3	27	0.8	11	0.3	98	3.1	17	0.5	4	0.1	2	0.1

* DATA PROVIDED BY AGENCY

TABLE I-2

FEDERAL AGENCY TREND SUMMARY 1982 AND 1983

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
OFFICE OF PERSONNEL MANAGEMENT																					
1982	5894	3502	59.4	2058	34.9	395	6.7	1261	21.4	87	1.5	123	2.1	20	0.3	52	0.9	6	0.1	8	0.1
1983	5148	3056	59.4	1813	35.2	325	6.3	1092	21.2	74	1.4	99	1.9	20	0.4	46	0.9	6	0.1	7	0.1
PANAMA CANAL COMMISSION																					
1982	1787	330	18.5	244	13.7	61	3.4	12	0.7	144	8.1	71	4.0	10	0.6	3	0.2	2	0.1	0	0.0
1983	1596	280	17.5	197	12.3	57	3.6	12	0.8	141	8.8	67	4.2	11	0.7	4	0.3	1	0.1	0	0.0
RAILROAD RETIREMENT BOARD																					
1982	1447	888	61.4	494	34.1	73	5.0	369	25.5	7	0.5	15	1.0	3	0.2	9	0.6	1	0.1	1	0.1
1983	1507	922	61.2	507	33.6	90	6.0	385	25.5	10	0.7	19	1.3	4	0.3	10	0.7	1	0.1	1	0.1
SECURITIES AND EXCHANGE COMMISSION																					
1982	1756	755	43.0	441	25.1	127	7.2	299	17.0	15	0.9	11	0.6	15	0.9	4	0.2	1	0.1	0	0.0
1983	1731	803	46.4	465	26.9	107	6.2	313	18.1	14	0.8	16	0.9	17	1.0	8	0.5	0	0.0	1	0.1
SMALL BUSINESS ADMINISTRATION																					
1982	4087	1900	46.5	1270	31.1	277	6.8	496	12.1	146	3.6	115	2.8	20	0.5	18	0.4	0	0.0	1	.0
1983	3930	1817	46.2	1196	30.4	269	6.8	475	12.1	142	3.6	117	3.0	26	0.7	28	0.7	0	0.0	1	.0
SMITHSONIAN INSTITUTION*																					
1982	3594	1141	31.7	689	19.2	1141	31.7	336	9.3	95	2.6	48	1.3	71	2.0	35	1.0	46	1.3	33	0.9
1983	3467	1086	31.3	656	18.9	1113	32.1	322	9.3	91	2.6	44	1.3	69	2.0	32	0.9	43	1.2	32	0.9
SOLDIER'S AND:AIRMEN'S HOME																					
1982	672	356	53.0	86	12.8	200	29.8	249	37.1	2	0.3	8	1.2	3	0.4	13	1.9	0	0.0	0	0.0
1983	730	391	53.6	94	12.9	207	28.4	271	37.1	1	0.1	9	1.2	5	0.7	17	2.3	0	0.0	0	0.0
STATE																					
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	44	0.4	10	0.1	5	.0
1983	12326	4557	37.0	3288	26.7	649	5.3	1058	8.6	319	2.6	102	0.8	119	1.0	95	0.8	23	0.2	14	0.1
TENNESSEE VALLEY AUTHORITY*																					
1982	40334	6453	16.0	5451	13.5	2645	6.6	923	2.3	105	0.3	29	0.1	119	0.3	16	.0	111	0.3	34	0.1
1983	37502	6305	16.8	5339	14.2	2513	6.7	890	2.4	95	0.3	25	0.1	127	0.3	16	.0	112	0.3	35	0.1
TRANSPORTATION*																					
1982	58486	11522	19.7	8371	14.3	3253	5.6	2515	4.3	1299	2.2	302	0.5	781	1.3	199	0.3	437	0.7	135	0.2
1983	58875	11539	19.6	8342	14.2	3232	5.5	2496	4.2	1403	2.4	367	0.6	820	1.4	199	0.3	430	0.7	135	0.2
TREASURY																					
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	2674	2.4	2662	2.4	887	0.8	856	0.8	132	0.1	171	0.2
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	2852	2.5	3050	2.7	991	0.9	976	0.9	152	0.1	217	0.2

* DATA PROVIDED BY AGENCY

TABLE I-2

FEDERAL AGENCY TREND SUMMARY 1982 AND 1983

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
U.S. INFORMATION AGENCY																					
1982	3378	1419	42.0	813	24.1	220	6.5	544	16.1	46	1.4	27	0.8	134	4.0	35	1.0	2	0.1	0	0.0
1983	4147	1647	39.7	956	23.1	256	6.2	618	14.9	65	1.6	33	0.8	155	3.7	39	0.9	4	0.1	1	.0
U.S. POSTAL SERVICE*																					
1982	651129	162701	25.0	105919	16.3	86210	13.2	47803	7.3	24657	3.8	5061	0.8	9739	1.5	3276	0.5	1064	0.2	642	0.1
1983	653550	167886	25.7	109268	16.7	85945	13.2	48689	7.4	25339	3.9	5430	0.8	10627	1.6	3797	0.5	1151	0.2	702	0.1
VETERANS ADMINISTRATION*																					
1982	208525	113973	54.7	77965	37.4	22437	10.8	30525	14.6	5107	2.4	3363	1.6	1816	0.9	2665	1.3	406	0.2	445	0.2
1983	209891	115070	54.8	77327	36.8	22347	10.6	30778	14.7	5189	2.5	3525	1.7	2003	1.0	2962	1.4	421	0.2	462	0.2

* DATA PROVIDED BY AGENCY

TABLE I-3

GOVERNMENTWIDE DISTRIBUTION WITHIN GROUPS ACROSS PATCO CATEGORIES FOR 1982 AND 1983[1]

OCCUPATIONAL CATEGORIES	TOTAL		MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMERICAN PAC. ISLANDER		AMERICAN IND./ ALASKAN NAT.	
	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983
P	21.9	22.6	30.9	32.1	11.2	11.7	24.3	25.2	8.9	9.3	14.4	15.0	36.8	37.9	14.6	12.2
A	28.6	28.1	36.5	35.5	19.3	19.4	30.5	29.8	21.0	21.3	25.8	25.6	20.1	19.8	22.6	23.1
T	21.5	21.8	21.7	21.6	21.2	22.1	20.3	20.6	26.9	27.5	23.5	23.8	18.0	18.1	33.3	33.4
C	25.4	24.8	6.3	6.1	47.9	46.4	22.5	21.9	39.7	38.5	31.2	30.5	23.1	22.3	26.6	28.0
O	2.7	2.8	4.7	4.8	0.4	0.5	2.5	2.5	3.5	3.4	5.2	5.1	2.0	2.0	2.7	3.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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[1] Data exclude all USPS, TVA, and Foreign Service employees.

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TABLE I-4

AVERAGE GRADES FOR 1982 & 1983 OF WHITE-COLLAR FEDERAL EMPLOYEES BY SEX AND RACIAL/ETHNIC GROUPS

1982		1983[1]	
GROUP	AVERAGE GRADE	GROUP	AVERAGE GRADE
All Men	9.9	All Men	10.25
Whites	8.6	Whites	8.97
Asian Americans	8.0	Asian Americans	8.75
Hispanics	7.1	Hispanics	7.61
American Indians	6.6	American Indians	7.32
Blacks	6.5	Blacks	6.89
All Women	6.2	All Women	6.68
All Employees	8.1	All Employees	8.58

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[1] Since grades 16-18 were combined in the CPDF, those in grades 16-18 were given a weight of 17, SES was given a weight of 19.

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TABLE I-5

GOVERNMENTWIDE DISTRIBUTION WITHIN GS/GM GRADE RANGES FOR 1982 AND 1983[1]

GRADE RANGE	YEAR	TOTAL NUMBER	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN AMER./ PAC.ISLANDER		AMERICAN IND ALASKAN NAT.	
			Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
GS 1 - 4	1982	228,400	52,111	22.8	176,289	77.2	152,516	66.8	55,331	24.2	11,801	5.2	4,266	1.9	4,486	2.0
	1983	224,933	52,432	23.3	172,501	76.7	149,439	66.4	54,803	24.4	12,124	5.4	4,603	2.1	3,965	1.8
GS 5 - 8	1982	437,076	142,791	32.7	294,285	67.3	314,391	71.9	88,888	20.3	19,082	4.4	8,695	2.0	6,020	1.4
	1983	436,530	141,014	32.3	295,516	67.7	312,586	71.6	88,731	20.3	19,742	4.5	9,252	2.1	6,219	1.4
GS 9 - 12	1982	519,143	365,872	70.5	153,271	29.5	433,269	83.5	49,724	9.6	18,484	3.6	12,261	2.4	5,405	1.0
	1983	526,851	365,439	69.4	161,412	30.6	436,725	82.9	52,061	9.9	19,564	3.7	13,494	2.6	5,007	1.0
GS/GM 13 - 15	1982	205,367	185,650	90.4	19,717	9.6	185,723	90.4	10,519	5.1	3.865	1.9	4,033	2.0	1,227	0.6
	1983	203,008	181,322	89.3	21,686	10.6	182,695	90.0	10,814	5.3	3,916	1.9	4,390	2.2	1,193	0.6
GS/GM 16 - 18 incl. SES	1982	6,833	6,398	93.6	435	6.4	6,395	93.6	291	4.3	58	0.9	43	0.6	46	0.7
	1983	7,169	6,683	93.2	486	6.8	6,681	93.2	320	4.5	71	1.0	61	0.9	36	0.5
OTHER WHITE COLLAR	1982	18,894	13,237	60.1	5,657	29.9	16,845	89.2	1,118	5.9	431	2.3	419	2.2	81	0.4
	1983	21,552	15,417	61.5	6,135	28.5	19,101	88.6	1,193	5.5	554	2.6	606	2.8	98	0.5
TOTAL	1982	1,415,713	766,059	54.1	649,654	45.9	1109139	78.3	205,871	14.5	53,721	3.8	29,717	2.1	17,265	1.2
	1983	1,420,043	762,307	53.7	657,736	46.3	1107226	78.0	207,922	14.7	55,971	3.9	32,406	2.3	16,518	1.2

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[1] Data are for all permanent employees.

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TABLE I-6

GOVERNMENTWIDE DISTRIBUTION ACROSS GRADE RANGES FOR 1982 AND 1983

GRADE RANGE	% TOTAL WHITE COLLAR		% ALL MEN		% ALL WOMEN		% WHITE		% BLACK		% HISPANIC		% ASIAN AMERICAN PAC. ISLANDER		% AMERICAN IND./ ALASKAN NAT.	
	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983	1982	1983
GS 1 - 4	16.1	15.8	6.8	6.9	27.1	26.2	13.8	13.5	26.9	26.4	22.0	21.7	14.4	14.2	26.0	24.0
GS 5 - 8	30.9	30.7	18.6	18.5	45.3	44.9	28.4	28.2	43.2	42.7	35.5	35.3	29.3	28.6	34.9	37.7
GS 9 - 12	36.7	37.1	47.8	47.9	23.6	24.5	39.1	39.4	24.2	25.0	34.4	35.0	41.3	41.6	31.3	30.3
GS/GM 13 - 15	14.5	14.3	24.2	23.8	3.0	3.3	16.7	16.5	5.1	5.2	7.2	7.0	13.6	13.6	7.1	7.2
GS/GM 16 - 18 incl. SES	0.5	0.5	0.8	0.9	0.1	0.1	0.6	0.6	0.1	0.2	0.1	0.1	0.1	0.2	0.3	0.2
OTHER WHITE COLLAR	1.3	1.5	1.7	2.0	0.9	0.9	1.5	1.7	0.5	0.6	0.8	1.0	1.4	1.9	0.5	0.6
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

TABLE I-7

1983 AVERAGE GRADES[1] OF WHITE-COLLAR FEDERAL EMPLOYEES BY SEX-SPECIFIC RACIAL/ETHNIC GROUPS

Group	Avg. Grade
White Men	10.58
Asian Men	10.09
American Indian Men	9.20
Hispanic Men	8.80
Black Men	8.07
Asian Women	7.11
White Women	6.82
Black Women	6.32
Hispanic Women	6.18
American Indian Women	5.94

[1] Since grades 16-18 were combined in the CPDF, those in grades 16-18 were given a weight of 17, SES was given a weight of 19.

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TABLE I-8

GOVERNMENT WIDE (CPDF)

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK MALE		BLACK FEMALE		HISPANIC MALE		HISPANIC FEMALE		ASIAN/ PACIFIC ISLANDER MALE		ASIAN/ PACIFIC ISLANDER FEMALE		AMERICAN INDIAN/ ALASKAN NATIVE MALE		AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	309421	72574	23.4	57279	18.5	9331	3.0	9075	2.9	5679	1.8	2069	0.7	7708	2.4	3215	1.0	1587	0.5	936	0.3
1983	321000	76699	23.8	60340	18.7	9756	3.0	9643	3.0	6106	1.9	2259	0.7	8621	2.6	3646	1.1	1211	0.3	811	0.2
ADMINISTRATIVE																					
1982	404669	125314	30.9	93642	23.1	19293	4.8	23978	5.9	9564	2.4	4274	1.1	3813	0.9	2154	0.5	2640	0.6	1266	0.3
1983	398395	127702	32.0	94816	23.7	19500	4.9	24689	6.2	9798	2.5	4540	1.1	4065	1.0	2360	0.5	2510	0.6	1297	0.3
TECHNICAL																					
1982	303827	137824	45.3	92555	30.4	20009	6.6	35269	11.6	8202	2.7	4419	1.5	2992	0.9	2363	0.7	2539	0.8	3218	1.0
1983	309713	145081	46.8	97202	31.3	20044	6.5	37120	12.0	8402	2.7	4929	1.6	3184	1.0	2668	0.8	2355	0.7	3162	1.0
CLERICAL																					
1982	359281	311084	86.5	220269	61.3	13227	3.7	68505	19.1	3868	1.1	12874	3.6	1393	0.3	5480	1.5	644	0.1	3956	1.1
1983	351427	305043	86.8	214414	61.0	12657	3.6	67351	19.2	3749	1.1	13344	3.8	1459	0.4	5753	1.6	448	0.1	4181	1.1
OTHER																					
1982	38505	2858	8.12	1729	5.18	6360	16.0	822	2.2	2562	6.7	209	0.5	533	1.4	66	0.1	447	1.2	32	0.1
1983	39464	3207	8.12	2045	5.18	6307	16.0	853	2.2	2651	6.7	190	0.5	573	1.4	77	0.1	501	1.2	42	0.1
TOTAL WHITE COLLAR																					
1982	1415703	649654	45.8	465474	32.8	68220	4.8	137649	9.7	29875	2.1	23845	1.7	16439	1.1	13278	0.9	7857	0.5	9408	0.6
1983	1419999	657732	46.3	468817	33.0	68264	4.8	139656	9.8	30706	2.2	25262	1.8	17902	1.2	14504	1.0	7025	0.4	9493	0.6
TOTAL BLUE COLLAR																					
1982	381681	36212	9.48	17484	4.58	61727	16.2	15826	4.1	24498	6.4	1450	0.4	12758	3.3	733	0.1	4464	1.1	719	0.1
1983	379017	36315	9.58	17936	4.73	59722	15.8	15339	4.0	24523	6.5	1604	0.4	13052	3.4	753	0.1	4527	1.1	683	0.1
TOTAL GOVERNMENT																					
1982	1797384	685866	38.1	482958	26.8	129947	7.2	153475	8.5	54373	3.0	25295	1.4	29197	1.6	14011	0.7	12321	0.6	10127	0.5
1983	1799016	694047	38.5	486753	27.0	127986	7.1	154995	8.6	55229	3.1	26866	1.5	30954	1.7	15257	0.8	11552	0.6	10176	0.5

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BLUE COLLAR - INCLUDES ALL WG, WD, WN, WL, WS, AND OTHER NON-WHITE COLLAR FEDERAL PAY SYSTEMS.
DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

AGRICULTURE

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	31924	2601	8.1	2246	7.0	960	3.0	164	0.5	640	2.0	69	0.2	541	1.7	109	0.3	218	0.7	13	0.04
1983	31608	2906	9.2	2521	8.0	991	3.1	184	0.6	649	2.1	74	0.2	538	1.7	113	0.4	223	0.7	14	0.04
ADMINISTRATIVE																					
1982	13787	4728	34.3	3826	27.8	591	4.3	672	4.9	307	2.2	134	1.0	75	0.5	63	0.5	72	0.5	33	0.2
1983	12305	4003	32.5	3181	25.9	564	4.6	621	5.0	284	2.3	118	1.0	63	0.5	55	0.4	68	0.6	28	0.2
TECHNICAL																					
1982	31131	6645	21.3	5505	17.7	1264	4.1	790	2.5	1201	3.9	170	0.5	134	0.4	77	0.2	419	1.3	103	0.3
1983	31055	7703	24.8	6411	20.6	1192	3.8	874	2.8	1179	3.8	201	0.6	141	0.5	87	0.3	434	1.4	130	0.4
CLERICAL																					
1982	16553	15591	94.2	12802	77.3	264	1.6	1939	11.7	63	0.4	516	3.1	12	0.1	129	0.8	7	0.04	205	1.2
1983	16101	15225	94.6	12504	77.7	224	1.4	1869	11.6	59	0.4	517	3.2	4	0.02	112	0.7	11	0.1	223	1.4
OTHER																					
1982	670	265	39.6	196	29.3	80	11.9	41	6.1	43	6.4	17	2.5	10	1.5	9	1.3	4	0.6	2	0.3
1983	1058	411	38.8	331	31.3	134	12.7	38	3.6	44	4.2	13	1.2	13	1.2	18	1.7	20	1.9	11	1.0
TOTAL WHITE COLLAR																					
1982	94065	29830	31.7	24575	26.1	3159	3.4	3606	3.8	2254	2.4	906	1.0	772	0.8	387	0.4	720	0.8	356	0.4
1983	92127	30248	32.8	24948	27.1	3105	3.4	3586	3.9	2215	2.4	923	1.0	759	0.8	385	0.4	756	0.8	406	0.4
TOTAL BLUE COLLAR																					
1982	3300	201	6.1	115	3.5	470	14.2	76	2.3	179	5.4	3	0.1	13	0.4	0	0.0	69	2.1	7	0.2
1983	3179	196	6.2	120	3.8	451	14.2	65	2.0	175	5.5	3	0.1	16	0.5	1	0.03	72	2.3	7	0.2
TOTAL AGENCY																					
1982	97365	30031	30.8	24690	25.3	3629	3.7	3682	3.8	2433	2.5	909	0.9	785	0.8	387	0.4	789	0.8	363	0.4
1983	95306	30444	31.9	25068	26.3	3556	3.7	3651	3.8	2390	2.5	926	1.0	775	0.8	386	0.4	828	0.9	413	0.4

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

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TABLE I-8

COMMERCE

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	9337	1288	13.8	958	10.3	384	4.1	256	2.7	110	1.2	34	0.4	240	2.6	35	0.4	9	0.10	5	0.05
1983	9566	1414	14.8	1056	11.0	411	4.3	274	2.9	119	1.2	38	0.4	264	2.8	42	0.4	13	0.14	4	0.04
ADMINISTRATIVE																					
1982	5226	1876	35.9	1377	26.3	343	6.6	411	7.9	90	1.7	52	1.0	38	0.7	31	0.6	13	0.25	5	0.10
1983	4966	1732	34.9	1295	26.1	319	6.4	355	7.1	80	1.6	42	0.8	43	0.9	36	0.7	12	0.24	4	0.08
TECHNICAL																					
1982	6146	1934	31.5	1233	20.1	412	6.7	651	10.6	111	1.8	30	0.5	80	1.3	14	0.2	29	0.47	6	0.10
1983	6416	2222	34.6	1418	22.1	425	6.6	743	11.6	120	1.9	36	0.6	80	1.2	16	0.2	24	0.37	9	0.14
CLERICAL																					
1982	7164	6456	90.1	4571	63.8	285	4.0	1722	24.0	14	0.2	110	1.5	5	0.1	36	0.5	1	0.01	17	0.24
1983	6873	6263	91.1	4393	63.9	255	3.7	1719	25.0	13	0.2	95	1.4	5	0.1	38	0.6	1	0.01	18	0.26
OTHER																					
1982	235	66	28.1	44	18.7	25	10.6	13	5.5	12	5.1	6	2.6	3	1.3	2	0.9	0	0.00	1	0.43
1983	313	78	24.9	55	17.6	26	8.3	18	5.8	11	3.5	4	1.3	11	3.5	1	0.3	1	0.32	0	0.00
TOTAL WHITE COLLAR																					
1982	28108	11620	41.3	8183	29.1	1449	5.2	3053	10.9	337	1.2	232	0.8	366	1.3	118	0.4	52	0.19	34	0.12
1983	28134	11709	41.6	8217	29.2	1436	5.1	3109	11.1	343	1.2	215	0.8	403	1.4	133	0.5	51	0.18	35	0.12
TOTAL BLUE COLLAR																					
1982	1383	113	8.2	54	3.9	328	23.7	58	4.2	27	2.0	0	0.0	48	3.5	0	0.0	31	2.24	1	0.07
1983	1312	99	7.5	49	3.7	311	23.7	49	3.7	25	1.9	0	0.0	56	4.3	0	0.0	32	2.44	1	0.08
TOTAL AGENCY																					
1982	29491	11733	39.8	8237	27.9	1777	6.0	3111	10.5	364	1.2	232	0.8	414	1.4	118	0.4	83	0.28	35	0.12
1983	29446	11808	40.1	8266	28.1	1747	5.9	3158	10.7	368	1.2	215	0.7	459	1.6	133	0.5	83	0.28	36	0.12

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

DEFENSE SUMMARY

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	105845	13503	12.8	10935	10.3	2914	2.8	1507	1.4	2138	2.0	374	0.4	4001	3.8	642	0.6	290	0.27	45	0.04
1983	111097	14545	13.1	11630	10.5	3127	2.8	1673	1.5	2343	2.1	414	0.4	4598	4.1	780	0.7	304	0.27	48	0.04
ADMINISTRATIVE																					
1982	162771	49149	30.2	39781	24.4	6569	4.0	6678	4.1	3551	2.2	1416	0.9	2198	1.4	982	0.6	626	0.38	292	0.18
1983	165804	51289	30.9	41297	24.9	6984	4.2	7017	4.2	3781	2.3	1561	0.9	2369	1.4	1096	0.7	711	0.43	318	0.19
TECHNICAL																					
1982	123811	48200	38.9	36226	29.3	6438	5.2	8505	6.9	3917	3.2	1755	1.4	1969	1.6	1400	1.1	441	0.36	314	0.25
1983	128580	52171	40.6	38818	30.2	6740	0.0	9401	7.3	4058	3.2	2000	1.6	2102	1.6	1593	1.2	493	0.38	359	0.28
CLERICAL																					
1982	168059	144027	85.7	111148	66.1	5052	3.0	21846	13.0	2038	1.2	6270	3.7	977	0.6	3870	2.3	135	0.08	893	0.53
1983	167246	143059	85.5	109125	65.2	5200	3.1	22470	13.4	2025	1.2	6393	3.8	1051	0.6	4071	2.4	147	0.09	1000	0.60
OTHER																					
1982	18336	905	4.9	590	3.2	2224	12.1	226	1.2	1076	5.9	48	0.3	413	2.3	30	0.2	109	0.59	11	0.06
1983	18392	899	4.9	609	3.3	2199	12.0	201	1.1	1119	6.1	52	0.3	431	2.3	33	0.2	129	0.70	4	0.02
TOTAL WHITE COLLAR																					
1982	578822	255784	44.2	198680	34.3	23197	4.0	38762	6.7	12720	2.2	9863	1.7	9558	1.7	6924	1.2	1601	0.28	1555	0.27
1983	591119	261963	44.3	201479	34.1	24250	4.1	40762	6.9	13326	2.3	10420	1.8	10551	1.8	7573	1.3	1784	0.30	1729	0.29
TOTAL BLUE COLLAR																					
1982	298711	19255	6.4	11156	3.7	41925	14.0	6189	2.1	21174	7.1	1112	0.4	12092	4.0	645	0.2	1917	0.64	153	0.05
1983	296836	19977	6.7	11721	3.9	40386	13.6	6153	2.1	21199	7.1	1261	0.4	12370	4.2	657	0.2	2041	0.69	185	0.06
TOTAL AGENCY																					
1982	877533	275039	31.3	209836	23.9	65122	7.4	44951	5.1	33894	3.9	10975	1.3	21650	2.5	7569	0.9	3518	0.40	1708	0.19
1983	887955	281940	31.8	213200	24.0	64636	7.3	46915	5.3	34525	3.9	11681	1.3	22921	2.6	8230	0.9	3825	0.43	1914	0.22

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

AIR FORCE

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL:																					
1982	17315	1943	11.2	1610	9.3	403	2.3	186	1.1	473	2.7	75	0.4	451	2.6	57	0.3	69	0.40	15	0.09
1983	18031	2038	11.3	1689	9.4	427	2.4	187	1.0	500	2.8	80	0.4	512	2.8	67	0.4	72	0.40	15	0.08
ADMINISTRATIVE																					
1982	41994	11808	28.1	9904	23.6	1316	3.1	995	2.4	1628	3.9	624	1.5	470	1.1	178	0.4	200	0.48	107	0.25
1983	42338	12083	28.5	10040	23.7	1411	3.3	1066	2.5	1757	4.1	692	1.6	485	1.1	176	0.4	216	0.51	109	0.26
TECHNICAL																					
1982	30008	11595	38.6	9208	30.7	1181	3.9	1339	4.5	1767	5.9	742	2.5	317	1.1	205	0.7	132	0.44	101	0.34
1983	31039	12623	40.7	9963	32.1	1228	4.0	1453	4.7	1787	5.8	868	2.8	311	1.0	236	0.8	138	0.44	103	0.33
CLERICAL																					
1982	43900	38713	88.2	30394	69.2	783	1.8	4071	9.3	773	1.8	2996	6.8	140	0.3	914	2.1	26	0.06	338	0.77
1983	43442	38316	88.2	29869	68.8	815	1.9	4142	9.5	769	1.8	2984	6.9	129	0.3	969	2.2	31	0.07	352	0.81
OTHER																					
1982	4404	242	5.5	178	4.0	420	9.5	38	0.9	304	6.9	16	0.4	50	1.1	5	0.1	24	0.54	5	0.11
1983	4254	185	4.3	134	3.1	389	9.1	29	0.7	298	7.0	15	0.4	45	1.1	7	0.2	24	0.56	0	0.00
TOTAL WHITE COLLAR																					
1982	137621	64301	46.7	51294	37.3	4103	3.0	6629	4.8	4945	3.6	4453	3.2	1428	1.0	1359	1.0	451	0.33	566	0.41
1983	139104	65245	46.9	51695	37.2	4270	3.1	6877	4.9	5111	3.7	4639	3.3	1482	1.1	1455	1.0	481	0.35	579	0.42
TOTAL BLUE COLLAR																					
1982	81158	5579	6.9	3793	4.7	7265	9.0	1073	1.3	9740	12.0	571	0.7	1557	1.9	90	0.1	606	0.75	52	0.06
1983	81643	5987	7.3	4025	4.9	7291	8.9	1117	1.4	9715	11.9	684	0.8	1584	1.9	98	0.1	642	0.79	63	0.08
TOTAL AGENCY:																					
1982	218779	69880	31.9	55087	25.2	11368	5.2	7702	3.5	14685	6.7	5024	2.3	2985	1.4	1449	0.7	1057	0.48	618	0.28
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	5323	2.4	3066	1.4	1553	0.7	1123	0.51	642	0.29

PATCO - PROFESSIONAL, ADMINISTRATIVE, TECHNICAL, CLERICAL AND OTHER OCCUPATIONAL CATEGORIES.
WHITE COLLAR - INCLUDES ALL GS, GM, AND SES AND OTHER WHITE COLLAR EMPLOYEES.
BLUE COLLAR - INCLUDES ALL WG, WD, WN, WL, WS, AND OTHER NON-WHITE COLLAR FEDERAL PAY SYSTEMS.
DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

ARMY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	WHITE FEMALE NUMBER	WHITE FEMALE %	BLACK MALE NUMBER	BLACK MALE %	BLACK FEMALE NUMBER	BLACK FEMALE %	HISPANIC MALE NUMBER	HISPANIC MALE %	HISPANIC FEMALE NUMBER	HISPANIC FEMALE %	ASIAN/PACIFIC ISLANDER MALE NUMBER	ASIAN/PACIFIC ISLANDER MALE %	ASIAN/PACIFIC ISLANDER FEMALE NUMBER	ASIAN/PACIFIC ISLANDER FEMALE %	AMERICAN INDIAN/ALASKAN NATIVE MALE NUMBER	AMERICAN INDIAN/ALASKAN NATIVE MALE %	AMERICAN INDIAN/ALASKAN NATIVE FEMALE NUMBER	AMERICAN INDIAN/ALASKAN NATIVE FEMALE %
PROFESSIONAL																					
1982	40187	6118	15.2	4888	12.2	1111	2.8	717	1.8	944	2.3	204	0.5	1262	3.1	292	0.7	120	0.30	17	0.04
1983	41741	6657	15.9	5264	12.6	1205	2.9	830	2.0	1021	2.4	219	0.5	1398	3.3	326	0.8	127	0.30	18	0.04
ADMINISTRATIVE																					
1982	57358	18461	32.2	14850	25.9	2258	3.9	2451	4.3	948	1.7	408	0.7	783	1.4	355	0.6	236	0.41	97	0.17
1983	59119	18461	31.2	14850	25.1	2494	4.2	2643	4.5	1016	1.7	442	0.7	865	1.5	417	0.7	286	0.48	109	0.18
TECHNICAL																					
1982	48785	19270	39.5	14484	29.7	2510	5.1	3525	7.2	1446	3.0	591	1.2	530	1.1	537	1.1	198	0.41	133	0.27
1983	50700	20913	41.2	15589	30.7	2628	5.2	3916	7.7	1495	2.9	661	1.3	586	1.2	587	1.2	211	0.42	160	0.32
CLERICAL																					
1982	67956	56677	83.4	44405	65.3	2247	3.3	8711	12.8	976	1.4	1974	2.9	277	0.4	1243	1.8	82	0.12	344	0.51
1983	68020	56685	83.3	43764	64.3	2399	3.5	9182	13.5	965	1.4	2039	3.0	290	0.4	1302	1.9	82	0.12	398	0.59
OTHER																					
1982	5742	167	2.9	121	2.1	703	12.2	34	0.6	400	7.0	7	0.1	38	0.7	3	0.1	33	0.57	2	0.03
1983	5934	228	3.8	168	2.8	709	11.9	46	0.8	432	7.3	9	0.2	38	0.6	5	0.1	50	0.84	0	0.00
TOTAL WHITE COLLAR																					
1982	220028	100693	45.8	78748	35.8	8829	4.0	15438	7.0	4714	2.1	3184	1.4	2890	1.3	2430	1.1	669	0.30	593	0.27
1983	225514	102944	45.6	79635	35.3	9435	4.2	16617	7.4	4929	2.2	3370	1.5	3177	[illegible]	2637	1.2	756	0.34	685	0.30
TOTAL BLUE COLLAR																					
1982	85742	5376	6.3	3235	3.8	10653	12.4	1610	1.9	5838	6.8	276	0.3	1429	1.7	198	0.2	757	0.88	57	0.07
1983	85312	5717	6.7	3475	4.1	10344	12.1	1643	1.9	6015	7.1	317	0.4	1465	1.7	206	0.2	787	0.92	76	0.09
TOTAL AGENCY																					
1982	305770	106069	34.7	81983	26.8	19402	6.4	17048	5.6	10552	3.5	3460	1.1	4319	1.4	2628	0.9	1426	0.47	650	0.21
1983	310826	108661	35.0	83110	26.7	19779	6.4	18260	5.9	10944	3.5	3687	1.2	4642	1.5	2843	0.9	1543	0.50	761	0.24

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

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TABLE I-8

NAVY

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL:																					
1982	37307	3448	9.2	2812	7.5	908	2.4	335	0.9	503	1.3	54	0.1	2078	5.6	239	0.6	76	0.20	8	0.02
1983	40130	4058	10.1	3259	8.1	992	2.5	395	1.0	605	1.5	77	0.2	2457	6.1	315	0.8	81	0.20	12	0.03
ADMINISTRATIVE																					
1982	38249	13312	34.8	10910	28.5	1513	4.0	1714	4.5	529	1.4	264	0.7	757	2.0	377	1.0	87	0.23	47	0.12
1983	38998	13826	35.5	11306	29.0	1566	4.0	1758	4.5	538	1.4	286	0.7	815	2.1	422	1.1	96	0.25	54	0.14
TECHNICAL																					
1982	38696	13948	36.0	10264	26.5	2104	5.4	2671	6.9	660	1.7	342	0.9	1086	2.8	620	1.6	98	0.25	51	0.13
1983	40327	14998	37.2	10862	26.9	2211	5.5	2967	7.4	687	1.7	388	1.0	1165	2.9	721	1.8	127	0.31	60	0.15
CLERICAL																					
1982	41666	35942	86.3	27159	65.2	1371	3.3	6130	14.7	235	0.6	946	2.3	537	1.3	1561	3.7	24	0.06	146	0.35
1983	41511	35573	85.7	26556	64.0	1382	3.3	6185	14.9	236	0.6	1004	2.4	611	1.5	1645	4.0	28	0.07	183	0.44
OTHER																					
1982	7635	434	5.7	253	3.3	939	12.3	132	1.7	360	4.7	25	0.3	324	4.2	20	0.3	48	0.63	6	0.08
1983	7554	393	5.2	255	3.4	942	12.5	92	1.2	375	5.0	24	0.3	342	4.5	18	0.2	50	0.66	4	0.05
TOTAL WHITE COLLAR																					
1982	163553	67084	41.0	51398	31.4	6835	4.2	10982	6.7	2287	1.4	1631	1.0	4782	2.9	2817	1.7	333	0.20	258	0.16
1983	168520	68848	40.9	52238	31.0	7093	4.2	11397	6.8	2441	1.4	1779	1.1	5390	3.2	3121	1.9	382	0.23	313	0.19
TOTAL BLUE COLLAR																					
1982	121528	6256	5.1	3489	2.9	20955	17.2	2178	1.8	5080	4.2	210	0.2	9034	7.4	344	0.3	513	0.42	35	0.03
1983	119836	6247	5.2	3858	3.2	19817	16.5	2081	1.7	4945	4.1	204	0.2	9247	7.7	338	0.3	563	0.47	39	0.03
TOTAL AGENCY:																					
1982	285081	73340	25.7	54887	19.3	27790	9.7	13160	4.6	7367	2.6	1841	0.6	13816	4.8	3161	1.1	846	0.30	293	0.10
1983	288356	75095	26.0	56096	19.5	26910	9.3	13478	4.7	7386	2.6	1983	0.7	14637	5.1	3459	1.2	945	0.33	352	0.12

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

DEFENSE LOGISTICS AGENCY

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	1613	152	9.4	107	6.6	75	4.6	34	2.1	27	1.7	6	0.4	40	2.5	3	0.2	7	0.43	2	0.12
1983	1687	168	10.0	125	7.4	76	4.5	37	2.2	24	1.4	3	0.2	46	2.7	3	0.2	7	0.41	0	0.00
ADMINISTRATIVE																					
1982	19144	5329	27.8	3816	19.9	1240	6.5	1338	7.0	377	2.0	83	0.4	145	0.8	53	0.3	97	0.51	39	0.20
1983	18894	5364	28.3	3821	20.2	1254	6.6	1347	7.1	391	2.1	93	0.5	157	0.9	60	0.3	104	0.55	43	0.23
TECHNICAL																					
1982	4298	2351	54.6	1533	35.7	442	10.3	717	16.7	61	1.4	50	1.2	24	0.6	28	0.7	10	0.23	23	0.54
1983	4383	2482	56.6	1602	36.6	486	11.1	763	17.4	54	1.2	54	1.2	25	0.6	35	0.8	13	0.30	28	0.64
CLERICAL																					
1982	11015	9453	85.8	6586	59.8	556	5.0	2412	21.9	54	0.5	286	2.6	20	0.2	114	1.0	2	0.02	55	0.50
1983	10622	9130	85.9	6283	59.2	506	4.8	2388	22.5	48	0.5	289	2.7	20	0.2	116	1.1	3	0.03	54	0.51
OTHER																					
1982	400	55	13.7	33	8.3	105	26.3	20	5.0	7	1.8	0	0.0	0	0.0	2	0.5	4	1.00	0	0.00
1983	485	84	17.3	45	9.3	100	20.6	32	6.6	7	1.4	4	0.8	5	1.0	3	0.6	5	1.03	0	0.00
TOTAL WHITE COLLAR																					
1982	36470	17340	47.5	12075	33.1	2418	6.6	4521	12.4	526	1.4	425	1.2	229	0.6	200	0.5	120	0.33	119	0.33
1983	36071	17228	47.7	11876	32.9	2422	6.7	4567	12.7	524	1.5	443	1.2	253	0.7	217	0.6	132	0.37	125	0.35
TOTAL BLUE COLLAR																					
1982	9093	1933	21.2	557	6.1	2746	30.2	1303	14.3	475	5.2	52	0.6	71	0.8	12	0.1	39	0.43	9	0.10
1983	8935	1923	21.5	565	6.3	2650	29.7	1286	14.4	484	5.4	52	0.6	72	0.8	13	0.1	46	0.51	7	0.08
TOTAL AGENCY																					
1982	45563	19273	42.2	12632	27.7	5164	11.3	5824	12.7	1001	2.2	477	1.0	300	0.7	212	0.5	159	0.35	128	0.28
1983	45006	19151	42.5	12441	27.6	5072	11.2	5853	13.0	1008	2.2	495	1.1	325	0.7	230	0.5	178	0.40	132	0.29

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

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TABLE I-8

EDUCATION

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	1459	505	34.6	329	22.5	118	8.1	159	10.9	31	2.1	10	0.7	15	1.0	6	0.4	6	0.4	1	0.1
1983	1312	451	34.4	320	24.4	89	6.8	122	9.3	26	2.0	4	0.3	12	0.9	5	0.4	4	0.3	0	0.0
ADMINISTRATIVE																					
1982	1992	955	47.9	535	26.9	213	10.7	369	18.5	43	2.2	37	1.9	18	0.9	12	0.6	2	0.1	2	0.1
1983	1815	857	47.2	479	26.4	188	10.4	327	18.0	43	2.4	38	2.1	19	1.0	12	0.7	3	0.2	1	0.1
TECHNICAL																					
1982	471	394	83.7	150	31.8	40	8.5	232	49.3	2	0.4	8	1.7	2	0.4	2	0.4	1	0.2	2	0.4
1983	493	401	81.3	160	32.5	40	8.1	232	47.1	2	0.4	5	1.0	3	0.6	1	0.2	1	0.2	3	0.6
CLERICAL																					
1982	1041	925	88.9	321	30.8	66	6.3	575	55.2	2	0.2	18	1.7	1	0.1	8	0.8	0	0.0	3	0.3
1983	947	850	89.8	335	35.4	54	5.7	492	52.0	2	0.2	14	1.5	1	0.1	6	0.6	0	0.0	3	0.3
OTHER																					
1982	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	32	6	18.8	5	15.6	5	15.6	1	3.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL WHITE COLLAR																					
1982	4963	2779	56.0	1335	26.9	437	8.8	1335	26.9	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4599	2565	55.8	1299	28.2	376	8.2	1174	25.5	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2
TOTAL BLUE COLLAR																					
1982	22	1	4.5	0	0.0	15	68.2	1	4.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	21	1	4.8	0	0.0	15	71.4	1	4.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL AGENCY																					
1982	4985	2780	55.8	1335	26.8	452	9.1	1336	26.8	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4620	2566	55.5	1299	28.1	391	8.5	1175	25.4	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

ENERGY

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	5754	595	10.3	498	8.7	155	2.7	63	1.1	99	1.7	7	0.1	128	2.2	25	0.4	17	0.3	2	0.03
1983	5423	571	10.5	488	9.0	143	2.6	49	0.9	89	1.6	6	0.1	129	2.4	24	0.4	17	0.3	4	0.1
ADMINISTRATIVE																					
1982	4695	1413	30.1	1132	24.1	193	4.1	206	4.4	92	2.0	44	0.9	36	0.8	24	0.5	14	0.3	7	0.1
1983	4413	1334	30.2	1059	24.0	186	4.2	198	4.5	83	1.9	46	1.0	40	0.9	25	0.6	18	0.4	6	0.1
TECHNICAL																					
1982	1769	873	49.3	649	36.7	81	4.6	158	8.9	31	1.8	48	2.7	13	0.7	10	0.6	12	0.7	8	0.5
1983	1713	901	52.6	665	38.8	71	4.1	171	10.0	29	1.7	46	2.7	10	0.6	9	0.5	13	0.8	10	0.6
CLERICAL																					
1982	3015	2807	93.1	2019	67.0	70	2.3	633	21.6	17	0.6	107	3.5	2	0.1	29	1.0	3	0.1	19	0.6
1983	2812	2627	93.4	1885	67.0	64	2.3	589	20.9	16	0.6	101	3.6	2	0.1	32	1.1	3	0.1	20	0.7
OTHER																					
1982	445	15	3.4	13	2.9	13	2.9	2	0.4	114	25.6	0	0.0	2	0.4	0	0.0	16	3.6	0	0.0
1983	430	29	6.7	22	5.1	18	4.2	6	1.4	101	23.5	1	0.2	2	0.5	0	0.0	14	3.3	0	0.0
TOTAL WHITE COLLAR																					
1982	15678	5703	36.4	4311	27.5	512	3.3	1062	6.8	353	2.3	206	1.3	181	1.2	88	0.6	62	0.4	36	0.2
1983	14791	5462	36.9	4119	27.8	482	3.3	1013	6.8	318	2.1	200	1.4	183	1.2	90	0.6	65	0.4	40	0.3
TOTAL BLUE COLLAR																					
1982	1107	24	2.2	18	1.6	55	5.0	5	0.5	42	3.8	1	0.1	3	0.3	0	0.0	35	3.2	0	0.0
1983	1468	28	1.9	23	1.6	68	4.6	5	0.3	39	2.7	0	0.0	5	0.3	0	0.0	44	3.0	0	0.0
TOTAL AGENCY																					
1982	16785	5727	34.1	4329	25.8	567	3.4	1067	6.4	395	2.4	207	1.2	184	1.1	88	0.5	97	0.6	36	0.2
1983	16259	5490	33.8	4142	25.5	550	3.4	1018	6.3	357	2.2	200	1.2	188	1.2	90	0.6	109	0.7	40	0.2

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

ENVIRONMENTAL PROTECTION AGENCY

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	4748	716	15.1	623	13.1	155	3.3	54	1.1	61	1.3	14	0.3	126	2.7	24	0.5	5	0.11	1	0.02
1983	4637	718	15.5	624	13.5	152	3.3	57	1.2	63	1.4	11	0.2	122	2.6	26	0.6	4	0.09	0	0.00
ADMINISTRATIVE																					
1982	2688	1121	41.7	874	32.5	105	3.9	204	7.6	28	1.0	11	0.4	19	0.7	28	1.0	3	0.11	4	0.15
1983	2689	1145	42.6	884	32.9	107	4.0	218	8.1	24	0.9	12	0.4	21	0.8	27	1.0	3	0.11	4	0.15
TECHNICAL																					
1982	927	584	63.0	391	42.2	47	5.1	177	19.1	5	0.5	7	0.8	1	0.1	9	1.0	0	0.00	0	0.00
1983	863	546	63.3	340	39.4	49	5.7	191	22.1	6	0.7	7	0.8	4	0.5	8	0.9	0	0.00	0	0.00
CLERICAL																					
1982	1942	1803	92.8	1020	52.5	61	3.1	722	37.2	7	0.4	39	2.0	6	0.3	17	0.9	0	0.00	5	0.26
1983	1819	1669	91.8	948	52.1	54	3.0	689	37.9	6	0.3	37	2.0	4	0.2	19	1.0	1	0.05	6	0.33
OTHER																					
1982	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1983	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
TOTAL WHITE COLLAR																					
1982	10305	4224	41.0	2908	28.2	368	3.6	1157	11.2	101	1.0	71	0.7	152	1.5	78	0.8	8	0.08	10	0.10
1983	10008	4078	40.7	2796	27.9	362	3.6	1155	11.5	99	1.0	67	0.7	151	1.5	80	0.8	8	0.08	10	0.10
TOTAL BLUE COLLAR																					
1982	85	6	7.1	5	5.9	26	30.6	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1983	74	6	8.1	5	6.8	24	32.4	1	1.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
TOTAL AGENCY																					
1982	10390	4230	40.7	2913	28.0	394	3.8	1158	11.1	101	1.0	71	0.7	152	1.5	78	0.8	8	0.08	10	0.10
1983	10082	4084	40.5	2801	27.8	386	3.8	1156	11.5	99	1.0	67	0.7	151	1.5	80	0.8	8	0.08	10	0.10

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

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TABLE I-8

GENERAL SERVICES ADMINISTRATION

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	1624	266	16.4	195	12.0	93	5.7	54	3.3	19	1.2	5	0.3	65	4.0	10	0.6	7	0.4	2	0.1
1983	1606	271	16.9	199	12.4	86	5.4	54	3.4	18	1.1	5	0.3	66	4.1	11	0.7	7	0.4	2	0.1
ADMINISTRATIVE																					
1982	6197	2132	34.4	1456	23.5	460	7.4	562	9.1	105	1.7	49	0.8	42	0.7	54	0.9	18	0.3	11	0.2
1983	6088	2136	35.1	1445	23.7	453	7.4	580	9.5	109	1.8	47	0.8	43	0.7	53	0.9	20	0.3	11	0.2
TECHNICAL																					
1982	2708	1558	57.5	909	33.6	278	10.3	575	21.2	31	1.1	40	1.5	23	0.8	23	0.8	7	0.3	11	0.4
1983	2767	1610	58.2	931	33.6	292	10.6	598	21.6	36	1.3	43	1.6	25	0.9	28	1.0	7	0.3	10	0.4
CLERICAL																					
1982	4784	4031	84.3	2439	51.0	296	6.2	1369	28.6	39	0.8	138	2.9	14	0.3	60	1.3	1	0.02	25	0.5
1983	4671	3905	83.6	2331	49.9	292	6.3	1332	28.5	35	0.7	148	3.2	10	0.2	69	1.5	1	0.02	25	0.5
OTHER																					
1982	2493	144	5.8	90	3.6	1051	42.2	48	1.9	71	2.8	5	0.2	14	0.6	0	0.0	11	0.4	1	0.04
1983	2289	151	6.6	89	3.9	983	42.9	52	2.3	58	2.5	8	0.3	11	0.5	2	0.1	8	0.3	0	0.0
TOTAL WHITE COLLAR																					
1982	17806	8131	45.7	5089	28.6	2178	12.2	2608	14.6	265	1.5	237	1.3	158	0.9	147	0.8	44	0.2	50	0.3
1983	17421	8073	46.3	4995	28.7	2106	12.1	2616	15.0	256	1.5	251	1.4	155	0.9	163	0.9	43	0.2	48	0.3
TOTAL BLUE COLLAR																					
1982	10386	1873	18.0	252	2.4	3261	31.4	1567	15.1	484	4.7	28	0.3	124	1.2	21	0.2	54	0.5	5	0.05
1983	9271	1705	18.4	217	2.3	2865	30.9	1432	15.4	411	4.4	29	0.3	116	1.3	21	0.2	50	0.5	6	0.1
TOTAL AGENCY																					
1982	28192	10004	35.5	5341	18.9	5439	19.3	4175	14.8	749	2.7	265	0.9	282	1.0	168	0.6	98	0.3	55	0.2
1983	26692	9778	36.6	5212	19.5	4971	18.6	4048	15.2	667	2.5	280	1.0	271	1.0	184	0.7	93	0.3	54	0.2

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

HEALTH AND HUMAN SERVICES

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBE	%	NUMBER	%	NUMBE	%	NUMBE	%	NUMBE	%
PROFESSIONAL:																					
1982	16167	6482	40.1	4643	28.7	743	4.6	970	6.0	252	1.6	164	1.0	295	1.8	238	1.5	103	0.6	494	3.1
1983	16395	6753	41.2	4820	29.4	743	4.5	1002	6.1	272	1.7	152	0.9	313	1.9	258	1.6	101	0.6	521	3.2
ADMINISTRATIVE																					
1982	51694	26916	52.1	18275	35.4	2317	4.5	6708	13.0	1012	2.0	1182	2.3	279	0.5	396	0.8	358	0.7	335	0.6
1983	51476	27187	52.8	18209	35.4	2334	4.5	6690	13.0	1015	2.0	1229	2.4	264	0.5	419	0.8	359	0.7	340	0.7
TECHNICAL																					
1982	17835	14035	78.7	7643	42.9	1270	7.1	3832	21.5	189	1.1	609	3.4	44	0.2	126	0.7	348	2.0	1825	10.2
1983	18439	14589	79.1	7870	42.7	1308	7.1	4062	22.0	202	1.1	653	3.5	50	0.3	123	0.7	351	1.9	1881	10.2
CLERICAL																					
1982	39875	36129	90.6	20679	51.9	1443	3.6	12391	31.1	220	0.6	1533	3.8	58	0.1	329	0.8	102	0.3	1197	3.0
1983	38591	34917	90.5	19571	50.7	1402	3.6	12217	31.7	200	0.5	1548	4.0	67	0.2	345	0.9	91	0.2	1236	3.2
OTHER																					
1982	550	249	45.3	124	22.5	147	26.7	92	16.7	7	1.3	24	4.4	3	0.5	5	0.9	4	0.7	4	0.7
1983	504	185	36.7	104	20.6	137	27.2	72	14.3	6	1.2	6	1.2	3	0.6	2	0.4	4	0.8	1	0.2
TOTAL WHITE COLLAR																					
1982	126121	83811	66.5	51364	40.7	5920	4.7	23993	19.0	1680	1.3	3512	2.8	679	0.5	1094	0.9	915	0.7	3855	3.1
1983	125405	83631	66.7	50574	40.3	5924	4.7	24043	19.2	1695	1.4	3588	2.9	697	0.6	1147	0.9	906	0.7	3979	3.2
TOTAL BLUE COLLAR																					
1982	4525	1236	27.3	75	1.7	1485	32.8	792	17.5	32	0.7	1	0.02	8	0.2	2	0.04	707	15.6	366	8.1
1983	4533	1205	26.6	71	1.6	1481	32.7	766	16.9	33	0.7	1	0.02	9	0.2	2	0.04	744	16.4	365	8.1
TOTAL AGENCY:																					
1982	130646	85047	65.1	51439	39.4	7405	5.7	24785	19.0	1712	1.3	3513	2.7	687	0.5	1096	0.8	1622	1.2	4221	3.2
1983	129938	84836	65.3	50645	39.0	7405	5.7	24809	19.1	1728	1.3	3589	2.8	706	0.5	1149	0.9	1650	1.3	4344	3.3

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

HOUSING AND URBAN DEVELOPMENT

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL:																					
1982	1559	282	18.1	183	11.7	144	9.2	78	5.0	61	3.9	13	0.8	36	2.3	7	0.4	5	0.3	1	0.1
1983	1456	270	18.5	171	11.7	135	9.3	75	5.2	52	3.6	17	1.2	38	2.6	7	0.5	5	0.3	1	0.1
ADMINISTRATIVE																					
1982	7953	2592	32.6	1555	19.6	750	9.4	882	11.1	293	3.7	103	1.3	41	0.5	43	0.5	32	0.4	9	0.1
1983	7165	2403	33.5	1410	19.7	706	9.9	848	11.8	261	3.6	93	1.3	57	0.8	42	0.6	35	0.5	10	0.1
TECHNICAL																					
1982	1204	962	79.9	492	40.9	91	7.6	421	35.0	11	0.9	30	2.5	5	0.4	17	1.4	0	0.0	2	0.2
1983	1292	1057	81.8	525	40.6	86	6.7	470	36.4	13	1.0	38	2.9	6	0.5	22	1.7	0	0.0	2	0.2
CLERICAL																					
1982	2947	2693	91.4	1558	52.9	95	3.2	949	32.2	35	1.2	142	4.8	7	0.2	24	0.8	1	0.03	20	0.7
1983	2326	2139	92.0	1179	50.7	72	3.1	810	34.8	18	0.8	114	4.9	4	0.2	20	0.9	3	0.1	16	0.7
OTHER																					
1982	3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	63	16	25.4	9	14.3	6	9.5	7	11.1	2	3.2	0	0.0	0	0.0	0	0.0	1	1.6	0	0.0
TOTAL WHITE COLLAR																					
1982	13666	6530	47.8	3788	27.7	1080	7.9	2331	17.1	400	2.9	288	2.1	89	0.7	91	0.7	38	0.3	32	0.2
1983	12302	5885	47.8	3294	26.8	1005	8.2	2210	18.0	346	2.8	262	2.1	105	0.9	91	0.7	44	0.4	29	0.2
TOTAL BLUE COLLAR																					
1982	42	2	0.0	0	0.0	33	78.6	1	2.4	0	0.0	1	2.4	1	2.4	0	0.0	0	0.0	0	0.0
1983	40	0	0.0	0	0.0	31	77.5	0	0.0	1	2.5	0	0.0	1	2.5	0	0.0	0	0.0	0	0.0
TOTAL AGENCY:																					
1982	13708	6532	47.7	3788	27.6	1113	8.1	2332	17.0	400	2.9	289	2.1	90	0.7	91	0.7	38	0.3	32	0.2
1983	12342	5885	47.7	3294	26.7	1036	8.4	2210	17.9	347	2.8	262	2.1	106	0.9	91	0.7	44	0.4	29	0.2

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

INTERIOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBE	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL:																				
1982	14928	1513	10.1	1146	7.7	182	1.2	64	0.4	185	1.2	25	0.2	194	1.3	23	0.2	755	5.1	255	1.7
1983	16792	1689	10.1	1459	8.7	196	1.2	74	0.4	216	1.3	30	0.2	205	1.2	34	0.2	345	2.1	92	0.5
ADMINISTRATIVE																				
1982	10074	2753	27.3	2045	20.3	241	2.4	182	1.8	154	1.5	72	0.7	37	0.4	35	0.3	1045	10.4	419	4.2
1983	11619	3397	29.2	2580	22.2	279	2.4	238	2.0	196	1.7	100	0.9	49	0.4	41	0.4	831	7.2	438	3.8
TECHNICAL																				
1982	9743	3291	33.8	2252	23.1	249	2.6	200	2.1	240	2.5	96	1.0	68	0.7	50	0.5	975	10.0	693	7.1
1983	11708	4221	36.1	3421	29.2	281	2.4	283	2.4	282	2.4	148	1.3	85	0.7	70	0.6	726	6.2	2479	21.2
CLERICAL																				
1982	7557	6564	86.9	4562	60.4	112	1.5	515	6.8	36	0.5	224	3.0	11	0.1	64	0.8	312	4.1	1199	15.9
1983	9192	8453	92.0	6064	66.0	119	1.3	733	8.0	35	0.4	323	3.5	7	0.1	85	0.9	104	1.1	1248	13.6
OTHER																				
1982	879	57	6.5	27	3.1	109	12.4	12	1.4	8	0.9	4	0.5	5	0.6	3	0.3	238	27.1	11	1.3
1983	1062	101	9.5	59	5.6	143	13.5	15	1.4	14	1.3	4	0.4	3	0.3	5	0.5	250	23.5	18	1.7
TOTAL WHITE COLLAR																				
1982	43181	14178	32.8	10032	23.2	893	2.1	973	2.3	623	1.4	421	1.0	315	0.7	175	0.4	3325	7.7	2577	6.0
1983	50373	17861	35.5	13583	27.0	1018	2.0	1343	2.7	743	1.5	605	1.2	349	0.7	235	0.5	2256	4.5	4275	8.5
TOTAL BLUE COLLAR																				
1982	6631	267	4.0	76	1.1	685	10.3	43	0.6	231	3.5	3	0.05	40	0.6	1	0.01	1412	21.3	144	2.2
1983	7645	246	3.2	115	1.5	792	10.4	56	0.7	275	3.6	3	0.04	44	0.6	1	0.01	1312	17.2	71	0.9
TOTAL AGENCY:																				
1982	49812	14445	29.0	10108	20.3	1578	3.2	1016	2.0	854	1.7	424	0.9	355	0.7	176	0.4	4737	9.5	2721	5.5
1983	58018	18107	31.2	13698	23.6	1810	3.1	1399	2.4	1018	1.8	608	1.0	393	0.7	236	0.4	3568	6.1	4346	7.5

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

JUSTICE

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	5412	1235	22.8	1062	19.6	260	4.8	126	2.3	95	1.8	33	0.6	34	0.6	13	0.2	12	0.2	1	0.02
1983	5742	1405	24.5	1193	20.8	245	4.3	152	2.6	102	1.8	43	0.7	37	0.6	15	0.3	10	0.2	3	0.1
ADMINISTRATIVE																					
1982	18237	3008	16.5	2235	12.3	798	4.4	512	2.8	923	5.1	202	1.1	140	0.8	45	0.2	74	0.4	14	0.1
1983	19036	3150	16.5	2387	12.5	846	4.4	515	2.7	999	5.2	201	1.1	137	0.7	34	0.2	76	0.4	13	0.1
TECHNICAL																					
1982	6369	3530	55.4	2148	33.7	398	6.2	1032	16.2	230	3.6	147	2.3	28	0.4	25	0.4	10	0.2	7	0.1
1983	6038	3486	57.7	2144	35.5	415	6.9	1156	19.1	270	4.5	146	2.4	32	0.5	28	0.5	14	0.2	12	0.2
CLERICAL																					
1982	13491	11443	84.8	6710	49.7	682	5.1	4035	29.9	205	1.5	542	4.0	53	0.4	122	0.9	5	0.04	34	0.3
1983	13241	11335	85.6	6700	50.6	568	4.3	3851	29.1	205	1.5	608	4.6	44	0.3	143	1.1	6	0.05	33	0.2
OTHER																					
1982	8077	514	6.4	296	3.7	1006	12.5	176	2.2	903	11.2	41	0.5	23	0.3	0	0.0	45	0.6	1	0.01
1983	11798	1777	15.1	1107	9.4	1361	11.5	540	4.6	1131	9.6	98	0.8	65	0.6	20	0.2	58	0.5	4	0.03
TOTAL WHITE COLLAR																					
1982	51586	19730	38.2	12451	24.1	3144	6.1	5881	11.4	2356	4.6	965	1.9	278	0.5	206	0.4	146	0.3	57	0.1
1983	55855	21153	37.9	13531	24.2	3435	6.1	6222	11.1	2707	4.8	1096	2.0	315	0.6	240	0.4	164	0.3	65	0.1
TOTAL BLUE COLLAR																					
1982	1864	48	2.6	32	1.7	234	12.6	16	0.9	137	7.3	0	0.0	13	0.7	0	0.0	0	0.0	0	0.0
1983	2093	99	4.7	43	2.1	289	13.8	54	2.6	159	7.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL AGENCY																					
1982	53450	19778	37.0	12483	23.4	3378	6.3	5897	11.0	2493	4.7	965	1.8	291	0.5	206	0.4	146	0.3	57	0.1
1983	57948	21252	36.7	13574	23.4	3724	6.4	6276	10.8	2866	4.9	1096	1.9	315	0.5	240	0.4	164	0.3	65	0.1

PATCO - PROFESSIONAL, ADMINISTRATIVE, TECHNICAL, CLERICAL AND OTHER OCCUPATIONAL CATEGORIES.
WHITE COLLAR - INCLUDES ALL GS, GM, AND SES AND OTHER WHITE COLLAR EMPLOYEES.
BLUE COLLAR - INCLUDES ALL WG, WD, WN, WL, WS, AND OTHER NON-WHITE COLLAR FEDERAL PAY SYSTEMS.
DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

LABOR

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	3342	833	24.9	653	19.5	182	5.4	146	4.4	76	2.3	19	0.6	33	0.9	12	0.3	2	0.06	3	0.09
1983	3409	849	24.9	664	19.5	183	5.4	148	4.3	74	2.2	21	0.6	36	1.0	14	0.4	3	0.09	2	0.06
ADMINISTRATIVE																					
1982	7876	2330	29.6	1466	18.6	748	9.5	725	9.2	262	3.3	97	1.2	33	0.4	32	0.4	35	0.44	10	0.13
1983	7925	2412	30.4	1471	18.6	761	9.6	782	9.9	292	3.7	108	1.4	37	0.4	40	0.5	37	0.47	11	0.14
TECHNICAL																					
1982	2747	978	35.6	513	18.7	87	3.2	426	15.5	52	1.9	27	1.0	1	0.0	12	0.4	14	0.51	0	0.00
1983	2899	1054	36.4	536	18.5	93	3.2	465	16.0	57	2.0	35	1.2	2	0.0	16	0.5	11	0.38	2	0.07
CLERICAL																					
1982	3822	3418	89.4	1791	46.9	204	5.3	1451	38.0	16	0.4	139	3.6	9	0.2	27	0.7	0	0.00	10	0.26
1983	3910	3508	89.7	1876	48.0	186	4.8	1435	36.7	24	0.6	143	3.7	17	0.4	39	0.9	1	0.03	15	0.38
OTHER																					
1982	32	12	37.5	6	18.8	4	12.5	4	12.5	2	6.3	1	3.1	0	0	1	3.1	0	0.00	0	0.00
1983	68	25	36.8	16	23.5	7	10.3	6	8.8	4	5.9	2	2.9	0	0	1	1.4	0	0.00	0	0.00
TOTAL WHITE COLLAR																					
1982	17819	7571	42.5	4429	24.9	1225	6.9	2752	15.4	408	2.3	283	1.6	76	0.4	84	0.4	51	0.29	23	0.13
1983	18211	7848	43.1	4563	25.1	1230	6.8	2836	15.6	451	2.5	309	1.7	92	0.5	110	0.6	52	0.29	30	0.16
TOTAL BLUE COLLAR																					
1982	71	11	15.5	2	2.8	41	57.7	9	12.7	0	0.0	0	0.0	0	0	0	0	1	1.41	0	0.00
1983	70	10	14.3	2	2.9	38	54.3	8	11.4	0	0.0	0	0.0	0	0	0	0	1	1.43	0	0.00
TOTAL AGENCY																					
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	283	1.6	76	0.4	84	0.4	52	0.29	23	0.13
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	309	1.7	92	0.5	110	0.6	53	0.29	30	0.16

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL:																					
1982	11146	731	6.6	593	5.3	289	2.6	78	0.7	224	2.0	22	0.2	208	1.9	35	0.3	18	0.2	3	0.03
1983	11492	869	7.6	699	6.1	309	2.7	97	0.8	244	2.1	31	0.3	236	2.1	40	0.3	21	0.2	2	0.02
ADMINISTRATIVE																					
1982	3442	1045	30.4	865	25.1	144	4.2	140	4.1	53	1.5	19	0.6	18	0.5	15	0.4	9	0.3	6	0.17
1983	3456	1093	31.6	905	26.2	153	4.4	145	4.2	55	1.6	21	0.6	18	0.5	15	0.4	10	0.3	7	0.20
TECHNICAL																					
1982	3012	578	19.2	455	15.1	165	5.5	96	3.2	19	0.6	16	0.5	20	0.7	9	0.3	15	0.5	2	0.07
1983	2917	635	21.8	490	16.8	171	5.9	113	3.9	22	0.8	17	0.6	19	0.7	11	0.4	17	0.6	4	0.14
CLERICAL																					
1982	2547	2465	96.8	1882	73.9	34	1.3	453	17.8	2	0.1	84	3.3	5	0.2	31	1.2	0	0.0	15	0.59
1983	2511	2425	96.6	1839	73.2	36	1.4	462	18.4	3	0.1	82	3.3	6	0.2	27	1.1	0	0.0	15	0.60
OTHER																					
1982	384	111	28.9	83	21.6	17	4.4	20	5.2	17	4.4	4	1.0	7	1.8	4	1.0	1	0.3	0	0.00
1983	398	133	33.4	94	23.6	18	4.5	29	7.3	15	3.8	7	1.8	12	3.0	3	0.8	1	0.3	0	0.00
TOTAL WHITE COLLAR																					
1982	20531	4930	24.0	3878	18.9	649	3.2	787	3.8	315	1.5	145	0.7	258	1.3	94	0.5	43	0.2	26	0.13
1983	20774	5155	24.8	4027	19.4	687	3.3	846	4.1	339	1.6	158	0.8	291	1.4	96	0.5	49	0.2	28	0.13
TOTAL BLUE COLLAR																					
1982	1331	27	2.0	21	1.6	164	12.3	4	0.3	73	5.5	1	0.1	21	1.6	1	0.1	1	0.1	0	0.00
1983	1363	29	2.1	21	1.5	147	10.8	5	0.4	68	5.0	1	0.1	20	1.5	2	0.1	2	0.1	0	0.00
TOTAL AGENCY:																					
1982	21862	4957	22.7	3899	17.8	813	3.7	791	3.6	388	1.8	146	0.7	279	1.3	95	0.4	44	0.2	26	0.12
1983	22137	5184	23.4	4048	18.3	834	3.8	851	3.8	407	1.8	159	0.7	311	1.4	98	0.4	51	0.2	28	0.13

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

STATE

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	2818	405	14.4	341	12.1	70	2.5	40	1.4	51	1.8	11	0.4	17	0.6	13	0.5	3	0.1	0	0
1983	4642	891	19.2	751	16.2	136	2.9	78	1.7	108	2.3	25	0.5	59	1.3	36	0.8	8	0.2	1	0.0
ADMINISTRATIVE																					
1982	3874	918	23.7	739	19.1	195	5.0	158	4.1	43	1.1	11	0.3	10	0.3	13	0.3	5	0.1	0	0
1983	3779	999	26.4	764	20.2	208	5.5	196	5.2	70	1.9	17	0.4	52	1.4	22	0.6	12	0.3	0	0
TECHNICAL																					
1982	1279	414	32.4	246	19.2	121	9.5	159	12.4	50	3.9	7	0.5	9	0.7	1	0.1	2	0.2	1	0.0
1983	1241	422	34.0	241	19.4	124	10.0	164	13.2	44	3.5	8	0.6	7	0.6	8	0.6	3	0.2	1	0.0
CLERICAL																					
1982	2553	2289	89.7	1648	64.6	152	6.0	586	23.0	8	0.3	34	1.3	1	.0	17	0.7	0	0.0	4	0.1
1983	2440	2224	91.1	1528	62.6	115	4.7	605	24.8	6	0.2	50	2.0	1	.0	29	1.2	0	0.0	12	0.4
OTHER																					
1982	10	2	20.0	2	20.0	1	10.0	0	0.0	5	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0
1983	11	0	0.0	0	0.0	1	9.1	0	0.0	7	63.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0
TOTAL WHITE COLLAR																					
1982	10534	4028	38.2	2976	28.3	539	5.1	943	9.0	157	1.5	63	0.6	37	0.4	44	0.4	10	0.1	5	0.0
1983	12113	4536	37.4	3284	27.1	584	4.8	1043	8.6	235	1.9	100	0.8	119	1.0	95	0.8	23	0.2	14	0.1
TOTAL BLUE COLLAR																					
1982	195	18	9.2	1	0.5	59	30.3	17	8.7	80	41.0	0	0.0	1	0.5	0	0.0	0	0.0	0	0
1983	213	21	9.9	4	1.9	65	30.5	15	7.0	84	39.4	2	0.9	0	0.0	0	0.0	0	0.0	0	0
TOTAL AGENCY																					
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	44	0.4	10	0.1	5	0.0
1983	12326	4557	37.0	3288	26.7	649	5.3	1058	8.6	319	2.6	102	0.8	119	1.0	95	0.8	23	0.2	14	0.1

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

TRANSPORTATION

	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL:																					
1982	6235	442	7.1	348	5.6	218	3.5	65	1.0	169	2.7	19	0.3	205	3.3	8	0.1	25	0.40	2	0.03
1983	6030	435	7.2	342	5.7	219	3.6	64	1.1	165	2.7	20	0.3	203	3.4	6	0.1	27	0.45	3	0.05
ADMINISTRATIVE																					
1982	28279	3748	13.3	2905	10.3	1246	4.4	642	2.3	562	2.0	99	0.4	244	0.9	68	0.2	165	0.58	34	0.12
1983	29226	3773	12.9	2974	10.2	1199	4.1	613	2.1	566	1.9	86	0.3	258	0.9	67	0.2	161	0.55	33	0.11
TECHNICAL																					
1982	11390	865	7.59	636	5.6	755	6.6	173	1.5	462	4.1	29	0.3	264	2.3	12	0.1	128	1.12	15	0.13
1983	10959	838	7.64	617	5.6	728	6.6	167	1.5	411	3.8	28	0.3	248	2.3	11	0.1	128	1.17	15	0.14
CLERICAL																					
1982	9420	7074	75.0	4841	51.4	429	4.6	1755	18.6	99	1.1	259	2.7	43	0.5	128	1.4	28	0.30	91	0.97
1983	8667	6442	74.3	4364	50.4	390	4.5	1632	18.8	87	1.0	248	2.9	41	0.5	118	1.4	23	0.27	80	0.92
OTHER																					
1982	427	37	8.7	20	4.7	71	16.6	15	3.5	19	4.4	2	0.5	5	1.2	0	0.0	1	0.23	0	0.00
1983	404	29	7.2	15	3.7	66	16.3	12	3.0	19	4.7	2	0.5	5	1.2	0	0.0	1	0.25	0	0.00
TOTAL WHITE COLLAR																					
1982	55751	12166	21.8	8750	15.7	2719	4.9	2650	4.8	1311	2.4	408	0.7	761	1.4	216	0.4	347	0.62	142	0.25
1983	55286	11517	20.8	8312	15.0	2602	4.7	2488	4.5	1248	2.3	384	0.7	755	1.4	202	0.4	340	0.61	131	0.24
TOTAL BLUE COLLAR																					
1982	4937	117	2.4	78	1.6	769	15.6	33	0.7	214	4.3	1	.0	93	1.9	2	.0	121	2.45	3	0.06
1983	4578	102	2.2	72	1.6	714	15.6	24	0.5	205	4.5	1	.0	87	1.9	2	.0	109	2.38	3	0.07
TOTAL AGENCY:																					
1982	60688	12283	20.2	8828	14.5	3488	5.7	2683	4.4	1525	2.5	409	0.7	854	1.4	218	0.4	468	0.77	145	0.24
1983	59864	11619	19.4	8384	14.0	3316	5.5	2512	4.2	1453	2.4	385	0.6	842	1.4	204	0.3	449	0.75	134	0.22

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

TREASURY

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	17354	3280	18.9	2439	14.1	729	4.2	564	3.2	432	2.5	98	0.6	353	2.0	168	1.0	32	0.18	11	0.06
1983	17698	3699	20.9	2734	15.4	742	4.2	645	3.6	455	2.6	119	0.7	377	2.1	186	1.1	38	0.21	15	0.08
ADMINISTRATIVE																					
1982	34792	8871	25.5	6276	18.0	1720	4.9	2026	5.8	1132	3.3	393	1.1	253	0.7	149	0.4	63	0.18	27	0.08
1983	35986	9510	26.4	6712	18.7	1830	5.1	2117	5.9	1271	3.5	450	1.3	313	0.9	191	0.5	68	0.19	40	0.11
TECHNICAL																					
1982	20834	15594	74.8	11223	53.9	740	3.6	3599	17.3	295	1.4	529	2.5	96	0.5	206	1.0	13	0.06	37	0.18
1983	21379	16222	75.9	11460	53.6	773	3.6	3884	18.2	322	1.5	614	2.9	105	0.5	220	1.0	16	0.07	44	0.21
CLERICAL																					
1982	30211	26197	86.7	16718	55.3	1136	3.8	7472	24.7	444	1.5	1589	5.3	84	0.3	322	1.1	14	0.05	96	0.32
1983	32545	28292	86.9	17718	54.4	1161	3.6	8274	25.4	441	1.4	1823	5.6	92	0.3	365	1.1	17	0.05	112	0.34
OTHER																					
1982	2633	338	12.8	161	6.1	441	16.7	123	4.7	168	6.4	47	1.8	35	1.3	7	0.3	6	0.23	0	0.00
1983	2811	395	14.1	204	7.3	445	15.8	138	4.9	175	6.2	39	1.4	36	1.3	10	0.4	8	0.28	4	0.14
TOTAL WHITE COLLAR																					
1982	105824	54280	51.3	36817	34.8	4766	4.5	13784	13.0	2471	2.3	2656	2.5	821	0.8	852	0.8	128	0.12	171	0.16
1983	110419	58118	52.6	38828	35.2	4951	4.5	15058	13.6	2664	2.4	3045	2.8	923	0.8	972	0.9	147	0.13	215	0.19
TOTAL BLUE COLLAR																					
1982	3594	595	16.6	22	0.6	1303	36.3	563	15.7	203	5.6	6	0.2	66	1.8	4	0.1	4	0.11	0	0.00
1983	3484	571	16.4	26	0.7	1303	37.4	534	15.3	188	5.4	5	0.1	68	2.0	4	0.1	5	0.14	2	0.06
TOTAL AGENCY																					
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	2674	2.4	2662	2.4	887	0.8	856	0.8	132	0.12	171	0.16
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	2852	2.5	3050	2.7	991	0.9	976	0.9	152	0.13	217	0.19

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DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-8

VETERANS ADMINISTRATION

YEAR	TOTAL ALL	TOTAL FEMALE		WHITE FEMALE		BLACK				HISPANIC				ASIAN/ PACIFIC ISLANDER				AMERICAN INDIAN/ ALASKAN NATIVE			
						MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
YEAR	NUMBER	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
PROFESSIONAL																					
1982	60584	36831	60.8	28842	47.6	1270	2.1	4712	7.8	933	1.5	1184	2.0	1115	1.8	1998	3.3	47	0.1	87	0.1
1983	62743	38421	61.2	29745	47.4	1309	2.1	5047	8.0	975	1.6	1275	2.0	1250	2.0	2254	3.6	52	0.1	93	0.1
ADMINISTRATIVE																					
1982	13312	3895	29.3	2965	22.3	802	6.0	757	5.7	292	2.2	104	0.8	70	0.5	58	0.4	38	0.3	14	0.1
1983	13419	4065	30.3	3076	22.9	832	6.2	793	5.9	321	2.4	116	0.9	75	0.6	62	0.5	41	0.3	13	0.1
TECHNICAL																					
1982	56091	32335	57.6	18393	32.8	7663	13.7	12686	22.6	1387	2.5	773	1.4	228	0.4	305	0.5	122	0.2	175	0.3
1983	55386	32369	58.4	18393	33.2	7323	13.2	12670	22.9	1373	2.5	778	1.4	257	0.5	344	0.6	119	0.2	181	0.3
CLERICAL																					
1982	36357	28585	78.6	22152	60.9	2573	7.1	6101	16.8	681	1.9	966	2.7	133	0.4	244	0.7	58	0.2	121	0.3
1983	35830	28142	78.5	20563	57.4	2553	7.1	6198	17.3	655	1.8	1019	2.8	132	0.4	236	0.7	63	0.2	125	0.3
OTHER																					
1982	2383	81	3.4	47	2.0	504	21.1	25	1.0	90	3.8	6	0.3	12	0.5	1	.0	13	0.5	2	0.08
1983	2593	117	4.5	72	2.8	565	21.8	39	1.5	105	4.0	4	0.2	12	0.5	0	0.0	16	0.6	2	0.1
TOTAL WHITE COLLAR																					
1982	168727	101727	60.3	72398	42.9	12812	7.6	24231	14.4	3383	2.0	3033	1.8	1558	0.9	2606	1.5	278	0.2	399	0.2
1983	169971	103114	60.7	71849	42.3	12582	7.4	24747	14.6	3429	2.0	3192	1.9	1726	1.0	2896	1.7	291	0.2	414	0.2
TOTAL BLUE COLLAR																					
1982	39798	12246	30.8	5567	14.0	9625	24.2	6244	15.7	1724	4.3	330	0.8	258	0.6	59	0.1	128	0.3	46	0.1
1983	39920	11956	29.9	5478	13.7	9765	24.5	6031	15.1	1760	4.4	333	0.8	277	0.7	66	0.2	130	0.3	48	0.1
TOTAL AGENCY																					
1982	208525	113973	54.7	77965	37.4	22437	10.8	30525	14.6	5107	2.4	3363	1.6	1816	0.9	2665	1.3	406	0.2	445	0.2
1983	209891	115070	54.8	77327	36.8	22347	10.6	30778	14.7	5189	2.5	3525	1.7	2003	1.0	2962	1.4	421	0.2	462	0.2

PATCO - PROFESSIONAL, ADMINISTRATIVE, TECHNICAL, CLERICAL AND OTHER OCCUPATIONAL CATEGORIES.
WHITE COLLAR - INCLUDES ALL GS, GM, AND SES AND OTHER WHITE COLLAR EMPLOYEES.
BLUE COLLAR - INCLUDES ALL WG, WD, WN, WL, WS, AND OTHER NON-WHITE COLLAR FEDERAL PAY SYSTEMS.
DATA - NUMBER OF EMPLOYEES AS OF SEPTEMBER 30, 1982, AND 1983.

TABLE I-9

COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	RANK COMPOSITE
EQUAL EMPLOYMENT OPPORTUNITY COMM	1
PEACE CORPS	2
COMMISSION ON CIVIL RIGHTS	3
EDUCATION	4
SMITHSONIAN INSTITUTION	5
HEALTH AND HUMAN SERVICES	6
VETERANS ADMINISTRATION	7
SOLDIER'S AND AIRMEN'S HOME	8
HOUSING & URBAN DEVELOPMENT	9
MERIT SYSTEMS PROTECTION BOARD	10
SELECTIVE SERVICE SYSTEM	11
CONSUMER PRODUCT SAFETY COMMISSION	12
ACTION	13
ADMINISTRATIVE OFFICE US COURTS	14
PENSION BENEFIT GUARANTY CORP	15
DEFENSE NUCLEAR AGENCY	16
GENERAL SERVICES ADMINISTRATION	17
OFFICE OF PERSONNEL MANAGEMENT	18
LABOR	19
FEDERAL COMMUNICATIONS COMMISSION	20
US INFORMATION AGENCY	21
DEFENSE USUHS	22
FEDERAL ELECTION COMMISSION	23
DEFENSE MAPPING AGENCY	24
SMALL BUSINESS ADMINISTRATION	25
FEDERAL TRADE COMMISSION	26
RAILROAD RETIREMENT BOARD	27
DEFENSE CONTRACT AUDIT AGENCY	28
COMMERCE	29
NATIONAL SCIENCE FOUNDATION	30
COMMODITY FUTURES TRADING COMM	31
DEFENSE LOGISTICS AGENCY	32
AGENCY FOR INTER DEVELOPMENT	33
INTERSTATE COMMERCE COMMISSION	34
DEFENSE INVESTIGATIVE AGENCY	35
NATIONAL LABOR RELATIONS BOARD	36
NUCLEAR REGULATORY COMMISSION	37
ENVIRONMENTAL PROTECTION AGENCY	38
STATE	39
ARMS CONTROL & DISARMAMENT AGENCY	40
EXPORT-IMPORT BANK	41
TREASURY	42
GOVERNMENT PRINTING OFFICE	43
FEDERAL EMERGENCY MANAGEMENT AGENCY	44
DEFENSE ARMY	45
DEFENSE OCHAMPUS	46

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TABLE I-9

COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	RANK COMPOSITE
AGRICULTURE	47
FEDERAL HOME LOAN BANK BOARD	48
PANAMA CANAL COMMISSION	49
INTERNATIONAL TRADE COMMISSION	50
NATIONAL TRANSPORTATION SAFETY BD	51
DEFENSE SUMMARY	52
FEDERAL MARITIME COMMISSION	53
CIVIL AERONAUTICS BOARD	54
DEFENSE INTELLIGENCE AGENCY	55
SECURITIES AND EXCHANGE COMMISSION	56
INTERIOR	57
FEDERAL MEDIATION CONCILIATION SER	58
DEFENSE NAVY	59
DEFENSE AIR FORCE	60
TRANSPORTATION	61
FEDERAL DEPOSIT INSURANCE CORP	62
DEFENSE COMMUNICATIONS AGENCY	63
ENERGY	64
NATIONAL AERONAUTICS & SPACE ADMIN	65
NATIONAL CREDIT UNION ADMIN	66
FARM CREDIT ADMINSTRATION	67
DEFENSE OFFICE OF SECRETARY	68

The following agencies were not ranked because of a lack of complete white collar data:

ARMY/AIR FORCE EXCHANGE SERVICE
CENTRAL INTELLIGENCE AGENCY
DEFENSE AUDIOVISUAL AGENCY
DEFENSE NATIONAL GUARD BUREAU
DEFENSE NATIONAL SECURITY AGENCY
DEFENSE OFFICE DEPENDENT SCHOOLS
EXECUTIVE OFFICE OF THE PRESIDENT
FEDERAL LABOR RELATIONS AUTHORITY
FEDERAL RESERVE BOARD
JUSTICE
NATIONAL ENDOWMENT FOR THE ARTS
NATIONAL ENDOWMENT FOR THE HUMANITIES
NATIONAL GALLERY OF ART
OVERSEAS PRIVATE INVESTMENT CORP.
TENNESSEE VALLEY AUTHORITY
US POSTAL SERVICE

TABLE I-10

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALES - FEMALES, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE MALE	AVE. GRADE FEMALE	DIFFERNCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
SMITHSONIAN INSTITUTION	2654	8.42	8.66	8.02	0.0760	1
FEDERAL ELECTION COMMISSION	174	10.45	11.21	9.80	0.1349	2
SOLDIER'S AND AIRMEN'S HOME	410	6.64	7.35	6.26	0.1642	3
PEACE CORPS	198	9.43	10.45	8.89	0.1654	4
VETERANS ADMINISTRATION	164130	7.47	8.47	6.84	0.2182	5
DEFENSE USUHS	462	6.85	8.02	6.51	0.2204	6
COMMISSION ON CIVIL RIGHTS	210	10.87	12.35	9.91	0.2245	7
PANAMA CANAL COMMISSION	875	8.87	9.51	7.50	0.2266	8
DEFENSE MAPPING AGENCY	7491	9.69	10.50	7.84	0.2745	9
EQUAL EMPLOYMENT OPPORTUNITY COMM	2916	10.19	11.80	8.99	0.2758	10
US INFORMATION AGENCY	3909	11.14	12.51	9.37	0.2819	11
STATE	12113	10.31	11.50	8.54	0.2871	12
CONSUMER PRODUCT SAFETY COMMISSION	552	10.96	12.51	9.24	0.2984	13
GENERAL SERVICES ADMINISTRATION	17421	8.36	9.55	6.99	0.3062	14
DEFENSE OCHAMPUS	169	9.29	10.91	8.00	0.3132	15
EDUCATION	4599	10.32	12.19	8.89	0.3198	16
ACTION	487	10.38	12.23	8.80	0.3304	17
RAILROAD RETIREMENT BOARD	1488	8.21	9.92	7.18	0.3337	18
CIVIL AERONAUTICS BOARD	412	11.24	13.05	9.26	0.3372	19
DEFENSE INTELLIGENCE AGENCY	2320	10.93	12.18	8.49	0.3376	20
FEDERAL HOME LOAN BANK BOARD	1381	10.25	11.59	8.11	0.3395	21
NATIONAL CREDIT UNION ADMIN	616	10.43	11.36	7.81	0.3404	22
HOUSING & URBAN DEVELOPMENT	12302	10.20	11.98	8.30	0.3608	23
PENSION BENEFIT GUARANTY CORP	415	10.16	12.09	8.42	0.3612	24
DEFENSE CONTRACT AUDIT AGENCY	3672	10.57	11.64	7.76	0.3671	25
FEDERAL DEPOSIT INSURANCE CORP	2885	10.61	11.80	7.89	0.3685	26
AGENCY FOR INTER DEVELOPMENT	3643	11.53	13.32	9.07	0.3686	27
INTERNATIONAL TRADE COMMISSION	362	10.40	12.16	8.31	0.3702	28
NATIONAL TRANSPORTATION SAFETY BD	286	11.65	13.10	8.77	0.3717	29
TRANSPORTATION	54491	10.93	11.80	7.70	0.3751	30
ENVIRONMENTAL PROTECTION AGENCY	10216	10.56	12.22	8.24	0.3769	31
SECURITIES AND EXCHANGE COMMISSION	1728	10.60	12.49	8.49	0.3774	32
FEDERAL TRADE COMMISSION	1204	10.72	12.86	8.80	0.3787	33
FEDERAL EMERGENCY MANAGEMENT AGENCY	1952	10.32	11.92	7.97	0.3828	34
ARMS CONTROL & DISARMAMENT AGENCY	138	10.77	13.15	9.02	0.3835	35
COMMODITY FUTURES TRADING COMM	437	9.96	11.91	8.03	0.3896	36
HEALTH AND HUMAN SERVICES	125405	8.37	10.56	7.29	0.3907	37
FEDERAL MEDIATION CONCILIATION SER	340	12.67	13.78	8.80	0.3931	38
INTERSTATE COMMERCE COMMISSION	1276	10.35	12.16	8.03	0.3990	39
LABOR	18211	10.04	11.79	7.76	0.4014	40
EXPORT-IMPORT BANK	329	10.37	12.46	8.26	0.4050	41
MERIT SYSTEMS PROTECTION BOARD	380	10.61	13.35	8.97	0.4128	42
AGRICULTURE	92127	8.53	9.69	6.15	0.4150	43
GOVERNMENT WIDE	1617098	8.58	10.25	6.68	0.4161	
DEFENSE INVESTIGATIVE AGENCY	2396	8.67	10.04	6.43	0.4164	44
ADMINISTRATIVE OFFICE US COURTS	497	9.84	12.25	8.13	0.4187	45

TABLE I-10

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALES - FEMALES, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE MALE	AVE. GRADE FEMALE	DIFFERNCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
ENERGY	14791	10.48	12.14	7.75	0.4189	46
INTERIOR	50373	9.11	10.49	6.66	0.4204	47
NATIONAL AERONAUTICS & SPACE ADMIN	20774	11.05	12.25	7.53	0.4271	48
DEFENSE NUCLEAR AGENCY	505	8.89	11.01	7.19	0.4297	49
FARM CREDIT ADMINSTRATION	267	10.69	12.55	7.93	0.4322	50
DEFENSE LOGISTICS AGENCY	36071	8.18	9.89	6.31	0.4377	51
FEDERAL COMMUNICATIONS COMMISSION	1748	10.09	12.27	7.79	0.4440	52
DEFENSE ARMY	225514	8.05	9.69	6.09	0.4472	53
FEDERAL MARITIME COMMISSION	249	9.97	11.93	7.46	0.4483	54
GOVERNMENT PRINTING OFFICE	2203	8.16	10.07	6.38	0.4522	55
DEFENSE NAVY	168520	8.38	9.97	6.15	0.4558	56
DEFENSE SUMMARY	589590	8.22	9.90	6.15	0.4562	57
DEFENSE COMMUNICATIONS AGENCY	1490	10.53	12.61	7.74	0.4625	58
NATIONAL LABOR RELATIONS BOARD	2624	10.29	12.89	8.06	0.4694	59
NUCLEAR REGULATORY COMMISSION	3163	11.68	13.67	8.15	0.4726	60
SMALL BUSINESS ADMINISTRATION	3916	9.93	12.13	7.43	0.4733	61
COMMERCE	28134	9.52	11.45	6.89	0.4790	62
DEFENSE AIR FORCE	139104	8.06	9.89	6.00	0.4826	63
OFFICE OF PERSONNEL MANAGEMENT	5149	8.52	11.04	6.84	0.4930	64
TREASURY	110419	8.26	10.49	6.34	0.5024	65
NATIONAL SCIENCE FOUNDATION	1025	9.70	13.13	8.03	0.5258	66
SELECTIVE SERVICE SYSTEM	247	7.75	10.70	6.57	0.5329	67
DEFENSE OFFICE OF SECRETARY	1174	10.89	14.33	8.20	0.5629	68

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL LABOR RELATIONS AUTHORITY	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE HUMAN	data not in CPDF Report
NATIONAL GALLERY OF ART	data not in CPDF Report
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

TABLE I-11

RANKING BY DIFFERNCE IN AVERAGE GRADE, WHITES - BLACKS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE BLACK	DIFFERENCE WHITE-BLACK % OF AGENCY AVERAGE GRADE	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM	2916	10.19	9.93	10.22	-0.0285	1
DEFENSE NUCLEAR AGENCY	505	8.89	9.06	8.28	0.0877	2
DEFENSE MAPPING AGENCY	7491	9.69	9.82	8.77	0.1084	3
PEACE CORPS	198	9.43	10.09	8.77	0.1400	4
AGRICULTURE	92127	8.53	8.67	7.39	0.1501	5
HOUSING & URBAN DEVELOPMENT	12302	10.20	10.69	9.05	0.1608	6
SMALL BUSINESS ADMINISTRATION	3916	9.93	10.29	8.65	0.1652	7
DEFENSE OCHAMPUS	169	9.29	9.55	8.00	0.1668	8
DEFENSE USUHS	462	6.85	7.00	5.76	0.1810	9
DEFENSE CONTRACT AUDIT AGENCY	3672	10.57	10.74	8.74	0.1892	10
TRANSPORTATION	54491	10.93	11.18	9.10	0.1903	11
INTERIOR	50373	9.11	9.41	7.52	0.2075	12
DEFENSE LOGISTICS AGENCY	36071	8.18	8.54	6.83	0.2090	13
COMMISSION ON CIVIL RIGHTS	210	10.87	12.10	9.80	0.2116	14
DEFENSE AIR FORCE	139104	8.06	8.31	6.58	0.2146	15
DEFENSE INVESTIGATIVE AGENCY	2396	8.67	8.87	6.96	0.2203	16
DEFENSE COMMUNICATIONS AGENCY	1490	10.53	10.86	8.53	0.2213	17
LABOR	18211	10.04	10.60	8.31	0.2281	18
DEFENSE SUMMARY	589590	8.22	8.51	6.61	0.2311	19
DEFENSE ARMY	225514	8.05	8.32	6.45	0.2323	20
CONSUMER PRODUCT SAFETY COMMISSION	552	10.96	11.46	8.89	0.2345	21
ENERGY	14791	10.48	10.84	8.31	0.2414	22
GENERAL SERVICES ADMINISTRATION	17421	8.36	8.96	6.94	0.2416	23
OFFICE OF PERSONNEL MANAGEMENT	5149	8.52	9.15	7.09	0.2418	24
GOVERNMENT WIDE	1617098	8.58	8.97	6.89	0.2424	
HEALTH AND HUMAN SERVICES	125405	8.37	9.02	6.98	0.2437	25
NUCLEAR REGULATORY COMMISSION	3163	11.68	11.90	9.04	0.2449	26
ACTION	487	10.38	11.24	8.68	0.2466	27
STATE	12113	10.31	10.72	8.17	0.2473	28
SELECTIVE SERVICE SYSTEM	247	7.75	8.27	6.35	0.2477	29
EDUCATION	4599	10.32	11.20	8.63	0.2490	30
COMMERCE	28134	9.52	9.92	7.48	0.2563	31
DEFENSE NAVY	168520	8.38	8.70	6.55	0.2566	32
VETERANS ADMINISTRATION	164130	7.47	7.88	5.92	0.2624	33
DEFENSE INTELLIGENCE AGENCY	2320	10.93	11.29	8.38	0.2662	34
MERIT SYSTEMS PROTECTION BOARD	380	10.61	11.65	8.80	0.2686	35
FEDERAL EMERGENCY MANAGEMENT AGENCY	1952	10.32	10.74	7.90	0.2752	36
FEDERAL MEDIATION CONCILIATION SER	340	12.67	13.17	9.63	0.2794	37
TREASURY	110419	8.26	8.79	6.46	0.2821	38
NATIONAL AERONAUTICS & SPACE ADMIN	20774	11.05	11.34	8.22	0.2824	39
NATIONAL CREDIT UNION ADMIN	616	10.43	10.83	7.88	0.2828	40
FEDERAL HOME LOAN BANK BOARD	1381	10.25	10.79	7.84	0.2878	41
FEDERAL ELECTION COMMISSION	174	10.45	11.24	7.98	0.3120	42
NATIONAL SCIENCE FOUNDATION	1025	9.70	10.66	7.59	0.3165	43
ARMS CONTROL & DISARMAMENT AGENCY	138	10.77	11.69	8.21	0.3231	44
ENVIRONMENTAL PROTECTION AGENCY	10216	10.56	11.11	7.69	0.3239	45

TABLE I-11

RANKING BY DIFFERNCE IN AVERAGE GRADE, WHITES - BLACKS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE BLACK	DIFFERENCE WHITE-BLACK % OF AGENCY AVERAGE GRADE	RANK
FEDERAL DEPOSIT INSURANCE CORP	2885	10.61	11.08	7.63	0.3252	46
NATIONAL LABOR RELATIONS BOARD	2624	10.29	11.14	7.79	0.3256	47
FEDERAL COMMUNICATIONS COMMISSION	1748	10.09	11.07	7.73	0.3310	48
NATIONAL TRANSPORTATION SAFETY BD	286	11.65	12.40	8.54	0.3313	49
AGENCY FOR INTER DEVELOPMENT	3643	11.53	12.48	8.65	0.3322	50
RAILROAD RETIREMENT BOARD	1488	8.21	9.15	6.39	0.3362	51
ADMINISTRATIVE OFFICE US COURTS	497	9.84	10.88	7.54	0.3394	52
DEFENSE OFFICE OF SECRETARY	1174	10.89	11.28	7.49	0.3480	53
EXPORT-IMPORT BANK	329	10.37	11.37	7.32	0.3905	54
CIVIL AERONAUTICS BOARD	412	11.24	12.43	7.96	0.3977	55
SECURITIES AND EXCHANGE COMMISSION	1728	10.60	11.74	7.49	0.4009	56
US INFORMATION AGENCY	3909	11.14	12.18	7.65	0.4066	57
INTERSTATE COMMERCE COMMISSION	1276	10.35	11.64	7.28	0.4213	58
FEDERAL MARITIME COMMISSION	249	9.97	11.13	6.90	0.4243	59
COMMODITY FUTURES TRADING COMM	437	9.96	11.18	6.91	0.4287	60
PENSION BENEFIT GUARANTY CORP	415	10.16	11.89	7.47	0.4350	61
INTERNATIONAL TRADE COMMISSION	362	10.40	11.63	6.99	0.4462	62
FEDERAL TRADE COMMISSION	1204	10.72	12.36	7.57	0.4468	63
GOVERNMENT PRINTING OFFICE	2203	8.16	10.02	6.37	0.4473	64
PANAMA CANAL COMMISSION	875	8.87	9.38	5.36	0.4532	65
SMITHSONIAN INSTITUTION	2654	8.42	9.76	5.76	0.4751	66
FARM CREDIT ADMINSTRATION	267	10.69	11.36	6.27	0.4761	67
SOLDIER'S AND AIRMEN'S HOME	410	6.64	8.48	5.25	0.4864	68

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL LABOR RELATIONS AUTHORITY	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE HUMAN	data not in CPDF Report
NATIONAL GALLERY OF ART	data not in CPDF Report
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

TABLE I-12

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - HISPANICS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE HISPANIC	DIFFERENCE WHITE-HISPANIC % OF AGENCY AVERAGE GRADE	RANK
ADMINISTRATIVE OFFICE US COURTS	497	9.84	10.88	12.80	-0.1951	1
EQUAL EMPLOYMENT OPPORTUNITY COMM	2916	10.19	9.93	10.92	-0.0972	2
FEDERAL MEDIATION CONCILIATION SER	340	12.67	13.17	14.00	-0.0655	3
DEFENSE MAPPING AGENCY	7491	9.69	9.82	9.92	-0.0103	4
EDUCATION	4599	10.32	11.20	11.29	-0.0087	5
DEFENSE INTELLIGENCE AGENCY	2320	10.93	11.29	11.30	-0.0009	6
CONSUMER PRODUCT SAFETY COMMISSION	552	10.96	11.46	11.43	0.0027	7
FEDERAL MARITIME COMMISSION	249	9.97	11.13	11.00	0.0130	8
NUCLEAR REGULATORY COMMISSION	3163	11.68	11.90	11.66	0.0205	9
NATIONAL TRANSPORTATION SAFETY BD	286	11.65	12.40	12.00	0.0343	10
SMITHSONIAN INSTITUTION	2654	8.42	9.76	9.47	0.0344	11
MERIT SYSTEMS PROTECTION BOARD	380	10.61	11.65	11.11	0.0509	12
COMMERCE	28134	9.52	9.92	9.41	0.0536	13
DEFENSE CONTRACT AUDIT AGENCY	3672	10.57	10.74	10.12	0.0587	14
SMALL BUSINESS ADMINISTRATION	3916	9.93	10.29	9.64	0.0655	15
AGENCY FOR INTER DEVELOPMENT	3643	11.53	12.48	11.71	0.0668	16
COMMISSION ON CIVIL RIGHTS	210	10.87	12.10	11.36	0.0681	17
LABOR	18211	10.04	10.60	9.82	0.0777	18
DEFENSE INVESTIGATIVE AGENCY	2396	8.67	8.87	8.14	0.0842	19
PENSION BENEFIT GUARANTY CORP	415	10.16	11.89	11.00	0.0876	20
HOUSING & URBAN DEVELOPMENT	12302	10.20	10.69	9.79	0.0882	21
FEDERAL EMERGENCY MANAGEMENT AGENCY	1952	10.32	10.74	9.82	0.0891	22
VETERANS ADMINISTRATION	164130	7.47	7.88	7.21	0.0897	23
US INFORMATION AGENCY	3909	11.14	12.18	11.14	0.0934	24
STATE	12113	10.31	10.72	9.64	0.1048	25
TRANSPORTATION	54491	10.93	11.18	10.00	0.1080	26
DEFENSE LOGISTICS AGENCY	36071	8.18	8.54	7.54	0.1222	27
INTERSTATE COMMERCE COMMISSION	1276	10.35	11.64	10.35	0.1246	28
DEFENSE OFFICE OF SECRETARY	1174	10.89	11.28	9.91	0.1258	29
NATIONAL SCIENCE FOUNDATION	1025	9.70	10.66	9.43	0.1268	30
CIVIL AERONAUTICS BOARD	412	11.24	12.43	11.00	0.1272	31
DEFENSE NUCLEAR AGENCY	505	8.89	9.06	7.91	0.1294	32
ACTION	487	10.38	11.24	9.89	0.1301	33
FEDERAL DEPOSIT INSURANCE CORP	2885	10.61	11.08	9.69	0.1310	34
AGRICULTURE	92127	8.53	8.67	7.55	0.1313	35
OFFICE OF PERSONNEL MANAGEMENT	5149	8.52	9.15	8.03	0.1315	36
EXPORT-IMPORT BANK	329	10.37	11.37	10.00	0.1321	37
PEACE CORPS	198	9.43	10.09	8.80	0.1368	38
SELECTIVE SERVICE SYSTEM	247	7.75	8.27	7.20	0.1381	39
NATIONAL AERONAUTICS & SPACE ADMIN	20774	11.05	11.34	9.78	0.1412	40
HEALTH AND HUMAN SERVICES	125405	8.37	9.02	7.83	0.1422	41
FEDERAL HOME LOAN BANK BOARD	1381	10.25	10.79	9.24	0.1512	42
ENVIRONMENTAL PROTECTION AGENCY	10216	10.56	11.11	9.49	0.1534	43
DEFENSE AIR FORCE	139104	8.06	8.31	7.04	0.1576	44
DEFENSE ARMY	225514	8.05	8.32	7.05	0.1578	45
GOVERNMENT WIDE	1617098	8.58	8.97	7.61	0.1585	

TABLE I-12

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - HISPANICS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE HISPANIC	DIFFERENCE WHITE-HISPANIC % OF AGENCY AVERAGE GRADE	RANK
DEFENSE SUMMARY	589590	8.22	8.51	7.15	0.1655	46
DEFENSE NAVY	168520	8.38	8.70	7.27	0.1706	47
GENERAL SERVICES ADMINISTRATION	17421	8.36	8.96	7.47	0.1782	48
INTERIOR	50373	9.11	9.41	7.78	0.1789	49
GOVERNMENT PRINTING OFFICE	2203	8.16	10.02	8.50	0.1863	50
NATIONAL LABOR RELATIONS BOARD	2624	10.29	11.14	9.18	0.1905	51
SOLDIER'S AND AIRMEN'S HOME	410	6.64	8.48	7.20	0.1928	52
PANAMA CANAL COMMISSION	875	8.87	9.38	7.67	0.1928	53
FEDERAL TRADE COMMISSION	1204	10.72	12.36	10.12	0.2090	54
FEDERAL ELECTION COMMISSION	174	10.45	11.24	9.00	0.2144	55
COMMODITY FUTURES TRADING COMM	437	9.96	11.18	9.00	0.2189	56
DEFENSE USUHS	462	6.85	7.00	5.50	0.2190	57
TREASURY	110419	8.26	8.79	6.97	0.2203	58
FEDERAL COMMUNICATIONS COMMISSION	1748	10.09	11.07	8.71	0.2339	59
ENERGY	14791	10.48	10.84	8.35	0.2376	60
DEFENSE COMMUNICATIONS AGENCY	1490	10.53	10.86	8.31	0.2422	61
DEFENSE OCHAMPUS	169	9.29	9.55	6.82	0.2939	62
NATIONAL CREDIT UNION ADMIN	616	10.43	10.83	7.73	0.2972	63
SECURITIES AND EXCHANGE COMMISSION	1728	10.60	11.74	8.17	0.3368	64
RAILROAD RETIREMENT BOARD	1488	8.21	9.15	5.97	0.3873	65
INTERNATIONAL TRADE COMMISSION	362	10.40	11.63	7.33	0.4135	66
FARM CREDIT ADMINSTRATION	267	10.69	11.36	5.00	0.5949	67
ARMS CONTROL & DISARMAMENT AGENCY	138	10.77	11.69	0.00	N/A	68

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL LABOR RELATIONS AUTHORITY	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE HUMAN	data not in CPDF Report
NATIONAL GALLERY OF ART	data not in CPDF Report
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

TABLE I-13

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - ASIANS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE ASIAN	DIFFERENCE WHITE-ASIAN % OF AGENCY AVERAGE GRADE	RANK
PEACE CORPS	198	9.43	10.09	13.00	-0.3086	1
VETERANS ADMINISTRATION	164130	7.47	7.88	9.86	-0.2651	2
SMITHSONIAN INSTITUTION	2654	8.42	9.76	11.24	-0.1758	3
EQUAL EMPLOYMENT OPPORTUNITY COMM	2916	10.19	9.93	11.59	-0.1629	4
DEFENSE INTELLIGENCE AGENCY	2320	10.93	11.29	13.00	-0.1565	5
DEFENSE USUHS	462	6.85	7.00	8.00	-0.1460	6
FEDERAL MEDIATION CONCILIATION SER	340	12.67	13.17	15.00	-0.1444	7
COMMODITY FUTURES TRADING COMM	437	9.96	11.18	12.50	-0.1325	8
SOLDIER'S AND AIRMEN'S HOME	410	6.64	8.48	9.32	-0.1265	9
DEFENSE NUCLEAR AGENCY	505	8.89	9.06	10.14	-0.1215	10
NUCLEAR REGULATORY COMMISSION	3163	11.68	11.90	13.27	-0.1173	11
COMMERCE	28134	9.52	9.92	10.70	-0.0819	12
ARMS CONTROL & DISARMAMENT AGENCY	138	10.77	11.69	12.50	-0.0752	13
AGRICULTURE	92127	8.53	8.67	9.30	-0.0739	14
FARM CREDIT ADMINSTRATION	267	10.69	11.36	12.00	-0.0599	15
DEFENSE MAPPING AGENCY	7491	9.69	9.82	10.22	-0.0413	16
HEALTH AND HUMAN SERVICES	125405	8.37	9.02	9.34	-0.0382	17
NATIONAL SCIENCE FOUNDATION	1025	9.70	10.66	11.00	-0.0351	18
EDUCATION	4599	10.32	11.20	11.50	-0.0291	19
FEDERAL COMMUNICATIONS COMMISSION	1748	10.09	11.07	11.29	-0.0218	20
COMMISSION ON CIVIL RIGHTS	210	10.87	12.10	12.33	-0.0212	21
FEDERAL EMERGENCY MANAGEMENT AGENCY	1952	10.32	10.74	10.94	-0.0194	22
ENERGY	14791	10.48	10.84	11.04	-0.0191	23
INTERNATIONAL TRADE COMMISSION	362	10.40	11.63	11.60	0.0029	24
ENVIRONMENTAL PROTECTION AGENCY	10216	10.56	11.11	11.04	0.0066	25
EXPORT-IMPORT BANK	329	10.37	11.37	11.25	0.0116	26
CONSUMER PRODUCT SAFETY COMMISSION	552	10.96	11.46	11.29	0.0155	27
INTERIOR	50373	9.11	9.41	9.26	0.0165	28
DEFENSE ARMY	225514	8.05	8.32	8.16	0.0199	29
FEDERAL ELECTION COMMISSION	174	10.45	11.24	11.00	0.0230	30
GOVERNMENT WIDE	1617098	8.58	8.97	8.75	0.0256	
DEFENSE CONTRACT AUDIT AGENCY	3672	10.57	10.74	10.44	0.0284	31
NATIONAL AERONAUTICS & SPACE ADMIN	20774	11.05	11.34	10.96	0.0344	32
SELECTIVE SERVICE SYSTEM	247	7.75	8.27	8.00	0.0348	33
HOUSING & URBAN DEVELOPMENT	12302	10.20	10.69	10.31	0.0373	34
TREASURY	110419	8.26	8.79	8.46	0.0400	35
US INFORMATION AGENCY	3909	11.14	12.18	11.72	0.0413	36
GENERAL SERVICES ADMINISTRATION	17421	8.36	8.96	8.61	0.0419	37
FEDERAL HOME LOAN BANK BOARD	1381	10.25	10.79	10.31	0.0468	38
DEFENSE COMMUNICATIONS AGENCY	1490	10.53	10.86	10.31	0.0522	39
SMALL BUSINESS ADMINISTRATION	3916	9.93	10.29	9.76	0.0534	40
TRANSPORTATION	54491	10.93	11.18	10.59	0.0540	41
DEFENSE LOGISTICS AGENCY	36071	8.18	8.54	8.09	0.0550	42
DEFENSE SUMMARY	589590	8.22	8.51	8.02	0.0596	43
AGENCY FOR INTER DEVELOPMENT	3643	11.53	12.48	11.73	0.0650	44
PENSION BENEFIT GUARANTY CORP	415	10.16	11.89	11.20	0.0679	45

TABLE I-13

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - ASIANS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE ASIAN	DIFFERENCE WHITE-ASIAN % OF AGENCY AVERAGE GRADE	RANK
DEFENSE INVESTIGATIVE AGENCY	2396	8.67	8.87	8.26	0.0704	46
PANAMA CANAL COMMISSION	875	8.87	9.38	8.75	0.0710	47
STATE	12113	10.31	10.72	9.98	0.0718	48
RAILROAD RETIREMENT BOARD	1488	8.21	9.15	8.50	0.0792	49
DEFENSE AIR FORCE	139104	8.06	8.31	7.65	0.0819	50
GOVERNMENT PRINTING OFFICE	2203	8.16	10.02	9.33	0.0846	51
DEFENSE OFFICE OF SECRETARY	1174	10.89	11.28	10.33	0.0872	52
DEFENSE NAVY	168520	8.38	8.70	7.94	0.0907	53
SECURITIES AND EXCHANGE COMMISSION	1728	10.60	11.74	10.44	0.1226	54
LABOR	18211	10.04	10.60	9.30	0.1295	55
ADMINISTRATIVE OFFICE US COURTS	497	9.84	10.88	9.33	0.1575	56
FEDERAL TRADE COMMISSION	1204	10.72	12.36	10.65	0.1595	57
NATIONAL CREDIT UNION ADMIN	616	10.43	10.83	9.14	0.1620	58
FEDERAL DEPOSIT INSURANCE CORP	2885	10.61	11.08	9.26	0.1715	59
NATIONAL LABOR RELATIONS BOARD	2624	10.29	11.14	9.29	0.1798	60
OFFICE OF PERSONNEL MANAGEMENT	5149	8.52	9.15	7.40	0.2054	61
NATIONAL TRANSPORTATION SAFETY BD	286	11.65	12.40	10.00	0.2060	62
ACTION	487	10.38	11.24	9.00	0.2158	63
CIVIL AERONAUTICS BOARD	412	11.24	12.43	8.50	0.3496	64
INTERSTATE COMMERCE COMMISSION	1276	10.35	11.64	8.00	0.3517	65
MERIT SYSTEMS PROTECTION BOARD	380	10.61	11.65	7.83	0.3600	66
FEDERAL MARITIME COMMISSION	249	9.97	11.13	7.00	0.4142	67
DEFENSE OCHAMPUS	169	9.29	9.55	0.00	N/A	68

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL LABOR RELATIONS AUTHORITY	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE HUMAN	data not in CPDF Report
NATIONAL GALLERY OF ART	data not in CPDF Report
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

TABLE I-14

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - AMERICAN INDIANS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE AMERIND	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE	RANK
PANAMA CANAL COMMISSION	875	8.87	9.38	12.00	-0.2954	1
SMITHSONIAN INSTITUTION	2654	8.42	9.76	11.96	-0.2613	2
ADMINISTRATIVE OFFICE US COURTS	497	9.84	10.88	13.00	-0.2154	3
SELECTIVE SERVICE SYSTEM	247	7.75	8.27	9.00	-0.0942	4
EQUAL EMPLOYMENT OPPORTUNITY COMM	2916	10.19	9.93	10.73	-0.0785	5
ACTION	487	10.38	11.24	12.00	-0.0732	6
FEDERAL MEDIATION CONCILIATION SER	340	12.67	13.17	14.00	-0.0655	7
NATIONAL TRANSPORTATION SAFETY BD	286	11.65	12.40	13.00	-0.0515	8
INTERSTATE COMMERCE COMMISSION	1276	10.35	11.64	12.00	-0.0348	9
CONSUMER PRODUCT SAFETY COMMISSION	552	10.96	11.46	11.67	-0.0192	10
FEDERAL COMMUNICATIONS COMMISSION	1748	10.09	11.07	11.20	-0.0129	11
DEFENSE CONTRACT AUDIT AGENCY	3672	10.57	10.74	10.73	0.0009	12
DEFENSE LOGISTICS AGENCY	36071	8.18	8.54	8.53	0.0012	13
FEDERAL EMERGENCY MANAGEMENT AGENCY	1952	10.32	10.74	10.71	0.0029	14
FEDERAL DEPOSIT INSURANCE CORP	2885	10.61	11.08	11.00	0.0075	15
NUCLEAR REGULATORY COMMISSION	3163	11.68	11.90	11.80	0.0086	16
LABOR	18211	10.04	10.60	10.23	0.0369	17
GENERAL SERVICES ADMINISTRATION	17421	8.36	8.96	8.63	0.0395	18
HOUSING & URBAN DEVELOPMENT	12302	10.20	10.69	10.13	0.0549	19
JUSTICE	33992	8.94	9.43	8.91	0.0582	20
DEFENSE OCHAMPUS	169	9.29	9.55	9.00	0.0592	21
OFFICE OF PERSONNEL MANAGEMENT	5149	8.52	9.15	8.62	0.0622	22
DEFENSE NUCLEAR AGENCY	505	8.89	9.06	8.50	0.0630	23
TRANSPORTATION	54491	10.93	11.18	10.24	0.0860	24
ENVIRONMENTAL PROTECTION AGENCY	10216	10.56	11.11	10.18	0.0881	25
DEFENSE AIR FORCE	139104	8.06	8.31	7.59	0.0893	26
STATE	12113	10.31	10.72	9.78	0.0912	27
AGENCY FOR INTER DEVELOPMENT	3643	11.53	12.48	11.40	0.0937	28
COMMERCE	28134	9.52	9.92	9.02	0.0945	29
DEFENSE ARMY	225514	8.05	8.32	7.47	0.1056	30
US INFORMATION AGENCY	3909	11.14	12.18	11.00	0.1059	31
DEFENSE SUMMARY	589590	8.22	8.51	7.60	0.1107	32
DEFENSE MAPPING AGENCY	7491	9.69	9.82	8.69	0.1166	33
GOVERNMENT PRINTING OFFICE	2203	8.16	10.02	9.00	0.1250	34
NATIONAL AERONAUTICS & SPACE ADMIN	20774	11.05	11.34	9.83	0.1367	35
TREASURY	110419	8.26	8.79	7.66	0.1368	36
DEFENSE NAVY	168520	8.38	8.70	7.39	0.1563	37
EDUCATION	4599	10.32	11.20	9.33	0.1812	38
AGRICULTURE	92127	8.53	8.67	7.10	0.1841	39
DEFENSE INTELLIGENCE AGENCY	2320	10.93	11.29	9.22	0.1894	40
GOVERNMENT WIDE	1617098	8.58	8.97	7.32	0.1923	
VETERANS ADMINISTRATION	164130	7.47	7.88	6.38	0.2008	41
INTERIOR	50373	9.11	9.41	7.51	0.2086	42
ENERGY	14791	10.48	10.84	8.63	0.2109	43
NATIONAL CREDIT UNION ADMIN	616	10.43	10.83	8.50	0.2234	44
DEFENSE INVESTIGATIVE AGENCY	2396	8.67	8.87	6.71	0.2491	45

TABLE I-14

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - AMERICAN INDIANS, AS A % OF AGENCY AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE AMERIND	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE	RANK
MERIT SYSTEMS PROTECTION BOARD	380	10.61	11.65	9.00	0.2498	46
DEFENSE COMMUNICATIONS AGENCY	1490	10.53	10.86	8.00	0.2716	47
FEDERAL HOME LOAN BANK BOARD	1381	10.25	10.79	8.00	0.2722	48
HEALTH AND HUMAN SERVICES	125405	8.37	9.02	6.40	0.3130	49
RAILROAD RETIREMENT BOARD	1488	8.21	9.15	6.50	0.3228	50
DEFENSE OFFICE OF SECRETARY	1174	10.89	11.28	7.50	0.3471	51
ARMS CONTROL & DISARMAMENT AGENCY	138	10.77	11.69	7.50	0.3890	52
NATIONAL LABOR RELATIONS BOARD	2624	10.29	11.14	6.00	0.4995	53
SMALL BUSINESS ADMINISTRATION	3916	9.93	10.29	5.00	0.5327	54
NATIONAL SCIENCE FOUNDATION	1025	9.70	10.66	4.00	0.6866	55
SECURITIES AND EXCHANGE COMMISSION	1728	10.60	11.74	4.00	0.7302	56
FEDERAL ELECTION COMMISSION	174	10.45	11.24	0.00	N/A	57
PEACE CORPS	198	9.43	10.09	0.00	N/A	58
COMMISSION ON CIVIL RIGHTS	210	10.87	12.10	0.00	N/A	58
FEDERAL MARITIME COMMISSION	249	9.97	11.13	0.00	N/A	58
FARM CREDIT ADMINSTRATION	267	10.69	11.36	0.00	N/A	58
EXPORT-IMPORT BANK	329	10.37	11.37	0.00	N/A	58
INTERNATIONAL TRADE COMMISSION	362	10.40	11.63	0.00	N/A	58
SOLDIER'S AND AIRMEN'S HOME	410	6.64	8.48	0.00	N/A	58
CIVIL AERONAUTICS BOARD	412	11.24	12.43	0.00	N/A	58
PENSION BENEFIT GUARANTY CORP	415	10.16	11.89	0.00	N/A	58
COMMODITY FUTURES TRADING COMM	437	9.96	11.18	0.00	N/A	58
DEFENSE USUHS	462	6.85	7.00	0.00	N/A	58
FEDERAL TRADE COMMISSION	1204	10.72	12.36	0.00	N/A	58

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE OFFICE DEPENDENT SCHOOLS	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL LABOR RELATIONS AUTHORITY	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF Report
NATIONAL ENDOWMENT FOR THE HUMAN	data not in CPDF Report
NATIONAL GALLERY OF ART	data not in CPDF Report
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

TABLE I-15

RANKING BY % OF FEMALES
PROFESSIONAL WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
SOLDIER'S AND AIRMEN'S HOME	101	77	76.24	1
DEFENSE INVESTIGATIVE AGENCY	4	3	75.00	2
DEFENSE OFFICE DEPENDENT SCHOOLS*	9993	7296	73.01	3
PEACE CORPS	16	10	62.50	4
VETERANS ADMINISTRATION*	62784	38427	61.21	5
NATIONAL GALLERY OF ART*	60	36	60.00	6
NATIONAL ENDOWMENT FOR THE HUMAN	83	48	57.83	7
COMMISSION ON CIVIL RIGHTS	30	17	56.67	8
SELECTIVE SERVICE SYSTEM	4	2	50.00	9
MERIT SYSTEMS PROTECTION BOARD	182	78	42.86	10
HEALTH AND HUMAN SERVICES	16395	6753	41.19	11
EXECUTIVE OFFICE PRESIDENT	292	118	40.41	12
DEFENSE USUHS	215	85	39.53	13
FEDERAL RESERVE BOARD	738	287	38.89	14
EQUAL EMPLOYMENT OPPORTUNITY COMM	447	173	38.70	15
FEDERAL LABOR RELATIONS AUTHORITY*	113	43	38.05	16
GOVERNMENT PRINTING OFFICE	94	3[illegible]	36.17	17
CONSUMER PRODUCT SAFETY COMMISSION	148	51	34.46	18
EDUCATION	1312	451	[illegible]4.38	19
DEFENSE OCHAMPUS	27	9	33.33	20
FEDERAL HOME LOAN BANK BOARD	90	30	33.33	21
NATIONAL LABOR RELATIONS BOARD	976	295	30.23	22
SECURITIES AND EXCHANGE COMMISSION	705	200	28.37	23
INTERNATIONAL TRADE COMMISSION	82	23	28.05	24
COMMODITY FUTURES TRADING COMM	192	53	27.60	25
SMITHSONIAN INSTITUTION	484	133	27.48	26
OFFICE OF PERSONNEL MANAGEMENT	187	51	27.27	27
FEDERAL ELECTION COMMISSION	42	11	26.19	28
PROFESSIONAL TOTAL	333369	86080	25.82	
US INFORMATION AGENCY	1139	292	25.64	29
FEDERAL TRADE COMMISSION	553	138	24.95	30
LABOR	3409	849	24.90	31
PENSION BENEFIT GUARANTY CORP	153	38	24.84	32
JUSTICE*	5742	1405	24.47	33
FEDERAL DEPOSIT INSURANCE CORP	135	33	24.44	34
DEFENSE NATIONAL SECURITY AGENCY*	CLASSIFIED		23.20	35
ADMINISTRATIVE OFFICE US COURTS	83	19	22.89	36
EXPORT-IMPORT BANK	54	12	22.22	37
TREASURY	17698	3699	20.90	38
CIVIL AERONAUTICS BOARD	115	24	20.87	39
SMALL BUSINESS ADMINISTRATION	295	60	20.34	40
FEDERAL MARITIME COMMISSION	35	7	20.00	41
STATE	4642	891	19.19	42
NATIONAL SCIENCE FOUNDATION	329	63	19.15	43
DEFENSE NUCLEAR AGENCY	86	16	18.60	44
INTERSTATE COMMERCE COMMISSION	307	57	18.57	45

TABLE I-15

RANKING BY % OF FEMALES
PROFESSIONAL WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
HOUSING & URBAN DEVELOPMENT	1456	270	18.54	46
PANAMA CANAL COMMISSION	114	21	18.42	47
FARM CREDIT ADMINSTRATION	46	8	17.39	48
GENERAL SERVICES ADMINISTRATION	1606	271	16.87	49
RAILROAD RETIREMENT BOARD	37	6	16.22	50
DEFENSE CONTRACT AUDIT AGENCY	3060	493	16.11	51
DEFENSE ARMY	41741	6657	15.95	52
ENVIRONMENTAL PROTECTION AGENCY*	4637	718	15.48	53
COMMERCE	9566	1414	14.78	54
AGENCY FOR INTER DEVELOPMENT*	851	123	14.45	55
FEDERAL COMMUNICATIONS COMMISSION	654	90	13.76	56
DEFENSE MAPPING AGENCY	4407	586	13.30	57
DEFENSE SUMMARY	111097	14545	13.09	58
NATIONAL TRANSPORTATION SAFETY BD	47	6	12.77	59
DEFENSE INTELLIGENCE AGENCY	157	20	12.74	60
FEDERAL EMERGENCY MANAGEMENT AGENCY	373	44	11.80	61
ACTION	17	2	11.76	62
DEFENSE AIR FORCE	18031	2038	11.30	63
ARMS CONTROL & DISARMAMENT AGENCY	63	7	11.11	64
ENERGY	5423	571	10.53	65
DEFENSE NAVY	40130	4058	10.11	66
INTERIOR	16792	1689	10.06	67
DEFENSE LOGISTICS AGENCY	1687	168	9.96	68
NATIONAL CREDIT UNION ADMIN	420	41	9.76	69
AGRICULTURE	31608	2906	9.19	70
NATIONAL AERONAUTICS & SPACE ADMIN	11492	869	7.56	71
NUCLEAR REGULATORY COMMISSION	1723	127	7.37	72
TRANSPORTATION*	6030	442	7.33	73
DEFENSE COMMUNICATIONS AGENCY	338	21	6.21	74
DEFENSE OFFICE OF SECRETARY	278	17	6.12	75
DEFENSE AUDIOVISUAL AGENCY	11	0	0.00	76
FEDERAL MEDIATION CONCILIATION SER	3	0	0.00	77

FOOTNOTES:

* DATA OBTAINED FROM FY 1983 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1983 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1983 Reports
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF or FY 1983 Reports
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF or FY 1983 Reports
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-16

RANKING BY % OF MINORITIES
PROFESSIONAL WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	MINORITY PROF NUMBER	MINORITY PROF %	RANK
COMMISSION ON CIVIL RIGHTS	30	16	53.33	1
SOLDIER'S AND AIRMEN'S HOME	101	53	52.48	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	447	204	45.64	3
PEACE CORPS	16	7	43.75	4
ACTION	17	6	35.29	5
SMITHSONIAN INSTITUTION	484	128	26.45	6
DEFENSE INVESTIGATIVE AGENCY	4	1	25.00	7
SELECTIVE SERVICE SYSTEM	4	1	25.00	8
MERIT SYSTEMS PROTECTION BOARD	182	44	24.18	9
HOUSING & URBAN DEVELOPMENT	1456	326	22.39	10
HEALTH AND HUMAN SERVICES	16395	3362	20.51	11
EDUCATION	1312	262	19.97	12
VETERANS ADMINISTRATION*	62784	12258	19.52	13
PENSION BENEFIT GUARANTY CORP	153	29	18.95	14
FEDERAL RESERVE BOARD	738	130	17.62	15
EXECUTIVE OFFICE PRESIDENT	292	50	17.12	16
OFFICE OF PERSONNEL MANAGEMENT	187	32	17.11	17
EXPORT-IMPORT BANK	54	9	16.67	18
SMALL BUSINESS ADMINISTRATION	295	46	15.59	19
GENERAL SERVICES ADMINISTRATION	1606	249	15.50	20
FEDERAL COMMUNICATIONS COMMISSION	654	97	14.83	21
NATIONAL LABOR RELATIONS BOARD	976	144	14.75	22
AGENCY FOR INTER DEVELOPMENT*	851	124	14.57	23
TREASURY	17698	2577	14.56	24
FEDERAL ELECTION COMMISSION	42	6	14.29	25
FEDERAL MARITIME COMMISSION	35	5	14.29	26
CONSUMER PRODUCT SAFETY COMMISSION	148	21	14.19	27
FEDERAL LABOR RELATIONS AUTHORITY*	113	16	14.16	28
LABOR	3409	481	14.11	29
PANAMA CANAL COMMISSION	114	16	14.04	30
GOVERNMENT PRINTING OFFICE	94	13	13.83	31
PROFESSIONAL TOTAL	333369	44414	13.32	
DEFENSE MAPPING AGENCY*	4407	586	13.30	32
DEFENSE CONTRACT AUDIT AGENCY	3060	397	12.97	33
NATIONAL TRANSPORTATION SAFETY BD	47	6	12.77	34
DEFENSE ARMY	41741	5144	12.32	35
DEFENSE NAVY	40130	4934	12.30	36
US INFORMATION AGENCY	1139	139	12.20	37
INTERNATIONAL TRADE COMMISSION	82	10	12.20	38
COMMERCE	9566	1165	12.18	39
DEFENSE SUMMARY	111097	13287	11.96	40
TRANSPORTATION*	6030	707	11.72	41
DEFENSE LOGISTICS AGENCY	1687	196	11.62	42
NATIONAL ENDOWMENT FOR THE HUMAN*	83	9	10.84	43
INTERSTATE COMMERCE COMMISSION	307	33	10.75	44
DEFENSE OFFICE OF DEPENDENT SCHOOL	9993	1074	10.75	45

TABLE I-16

RANKING BY % OF MINORITIES
PROFESSIONAL WORK FORCE   DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	MINORITY PROF NUMBER	MINORITY PROF %	RANK
JUSTICE*	5742	607	10.57	46
DEFENSE NUCLEAR AGENCY	86	9	10.47	47
FEDERAL EMERGENCY MANAGEMENT AGENCY	373	39	10.46	48
DEFENSE AIR FORCE	18031	1860	10.32	49
FEDERAL TRADE COMMISSION	553	57	10.31	50
NUCLEAR REGULATORY COMMISSION	1723	177	10.27	51
DEFENSE COMMUNICATIONS AGENCY	338	33	9.76	52
STATE	4642	451	9.72	53
ADMINISTRATIVE OFFICE US COURTS	83	8	9.64	54
ENVIRONMENTAL PROTECTION AGENCY*	4637	435	9.38	55
DEFENSE AUDIOVISUAL AGENCY	11	1	9.09	56
FEDERAL DEPOSIT INSURANCE CORP	135	12	8.89	57
COMMODITY FUTURES TRADING COMM	192	17	8.85	58
AGRICULTURE	31608	2786	8.81	59
NATIONAL AERONAUTICS & SPACE ADMIN	11492	980	8.53	60
SECURITIES AND EXCHANGE COMMISSION	705	60	8.51	61
NATIONAL SCIENCE FOUNDATION	329	28	8.51	62
ENERGY	5423	461	8.50	63
DEFENSE USUHS	215	18	8.37	64
FEDERAL HOME LOAN BANK BOARD	90	7	7.78	65
NATIONAL CREDIT UNION ADMIN	420	30	7.14	66
INTERIOR	16792	1192	7.10	67
NATIONAL GALLERY OF ART	60	4	6.67	68
ARMS CONTROL & DISARMAMENT AGENCY	63	4	6.35	69
CIVIL AERONAUTICS BOARD	115	7	6.09	70
DEFENSE INTELLIGENCE AGENCY	157	6	3.82	71
DEFENSE OCHAMPUS	27	1	3.70	72
DEFENSE OFFICE OF SECRETARY	278	9	3.24	73
RAILROAD RETIREMENT BOARD	37	1	2.70	74
FARM CREDIT ADMINSTRATION	46	1	2.17	75
FEDERAL MEDIATION CONCILIATION SER	3	0	0.00	76

FOOTNOTES:
* DATA OBTAINED FROM FY 1983 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1983 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1983 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF or FY 1983 Reports
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF or FY 1983 Reports
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-17

RANKING BY % OF FEMALES
ADMINISTRATIVE WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
FEDERAL RESERVE BOARD	101	69	68.32	1
FEDERAL ELECTION COMMISSION	78	47	60.26	2
PEACE CORPS	82	46	56.10	3
FEDERAL TRADE COMMISSION	222	124	55.86	4
DEFENSE NATIONAL SECURITY AGENCY*	CLASSIFIED		54.50	5
NATIONAL GALLERY OF ART*	51	27	52.94	6
HEALTH AND HUMAN SERVICES	51476	27187	52.81	7
RAILROAD RETIREMENT BOARD	545	270	49.54	8
FEDERAL COMMUNICATIONS COMMISSION	324	160	49.38	9
PENSION BENEFIT GUARANTY CORP	118	56	47.46	10
EDUCATION	1815	857	47.22	11
MERIT SYSTEMS PROTECTION BOARD	70	33	47.14	12
COMMISSION ON CIVIL RIGHTS	119	55	46.22	13
SELECTIVE SERVICE SYSTEM	91	42	46.15	14
DEFENSE USUHS	26	12	46.15	15
EQUAL EMPLOYMENT OPPORTUNITY COMM	1668	764	45.80	16
NATIONAL SCIENCE FOUNDATION	272	124	45.59	17
ARMS CONTROL & DISARMAMENT AGENCY	20	9	45.00	18
DEFENSE NUCLEAR AGENCY	168	75	44.64	19
SOLDIER'S AND AIRMEN'S HOME	43	19	44.19	20
SMITHSONIAN INSTITUTION	413	181	43.83	21
FEDERAL LABOR RELATIONS AUTHORITY*	91	39	42.86	22
ADMINISTRATIVE OFFICE US COURTS	206	88	42.72	23
ENVIRONMENTAL PROTECTION AGENCY*	2689	1145	42.58	24
DEFENSE CONTRACT AUDIT AGENCY	110	42	38.18	25
COMMODITY FUTURES TRADING COMM	94	35	37.23	26
NUCLEAR REGULATORY COMMISSION	583	216	37.05	27
OFFICE OF PERSONNEL MANAGEMENT	2498	917	36.71	28
NATIONAL ENDOWMENT FOR THE HUMAN*	60	22	36.67	29
ACTION	309	113	36.57	30
DEFENSE NAVY	38998	13826	35.45	31
GENERAL SERVICES ADMINISTRATION	6088	2136	35.09	32
CONSUMER PRODUCT SAFETY COMMISSION	271	95	35.06	33
COMMERCE	4966	1732	34.88	34
NATIONAL LABOR RELATIONS BOARD	783	272	34.74	35
HOUSING & URBAN DEVELOPMENT	7165	2403	33.54	36
US INFORMATION AGENCY	1693	565	33.37	37
DEFENSE COMMUNICATIONS AGENCY	567	188	33.16	38
CIVIL AERONAUTICS BOARD	169	55	32.54	39
AGRICULTURE	12305	4003	32.53	40
INTERSTATE COMMERCE COMMISSION	532	173	32.52	41
DEFENSE OCHAMPUS	59	19	32.20	42
EXECUTIVE OFFICE PRESIDENT	455	146	32.09	43
NATIONAL CREDIT UNION ADMIN	88	28	31.82	44
NATIONAL AERONAUTICS & SPACE ADMIN	3456	1093	31.63	45
ADMINISTRATIVE TOTAL	403437	127509	31.61	

TABLE I-17

RANKING BY % OF FEMALES
ADMINISTRATIVE WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
DEFENSE ARMY	59119	18461	31.23	46
DEFENSE SUMMARY	165804	51289	30.93	47
LABOR	7925	2412	30.44	48
VETERANS ADMINISTRATION*	13433	4066	30.27	49
ENERGY	4413	1334	30.23	50
INTERIOR	11619	3397	29.24	51
DEFENSE AIR FORCE	42338	12083	28.54	52
DEFENSE LOGISTICS AGENCY	18894	5364	28.39	53
SECURITIES AND EXCHANGE COMMISSION	468	132	28.21	54
DEFENSE MAPPING AGENCY*	1238	342	27.63	55
FEDERAL EMERGENCY MANAGEMENT AGENCY	857	230	26.84	56
AGENCY FOR INTER DEVELOPMENT*	1911	510	26.69	57
STATE	3779	999	26.44	58
TREASURY	35986	9510	26.43	59
FARM CREDIT ADMINSTRATION	96	25	26.04	60
DEFENSE AUDIOVISUAL AGENCY	86	21	24.42	61
SMALL BUSINESS ADMINISTRATION	2231	539	24.16	62
EXPORT-IMPORT BANK	121	29	23.97	63
PANAMA CANAL COMMISSION	343	81	23.62	64
DEFENSE INVESTIGATIVE AGENCY	1800	392	21.78	65
FEDERAL HOME LOAN BANK BOARD	971	211	21.73	66
DEFENSE OFFICE DEPENDENT SCHOOLS*	83	18	21.69	67
INTERNATIONAL TRADE COMMISSION	150	32	21.33	68
DEFENSE OFFICE OF SECRETARY	432	86	19.91	69
DEFENSE INTELLIGENCE AGENCY	1400	242	17.29	70
GOVERNMENT PRINTING OFFICE	734	126	17.17	71
JUSTICE*	19036	3150	16.55	72
FEDERAL DEPOSIT INSURANCE CORP	2237	367	16.41	73
FEDERAL MARITIME COMMISSION	123	20	16.26	74
NATIONAL TRANSPORTATION SAFETY BD	172	27	15.70	75
TRANSPORTATION*	29229	3773	12.91	76
FEDERAL MEDIATION CONCILIATION SER	276	22	7.97	77

FOOTNOTES:
* DATA OBTAINED FROM FY 1983 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1983 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1983 Reports
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF or FY 1983 Reports
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF or FY 1983 Reports
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-18

RANKING BY % OF MINORITIES
ADMINISTRATIVE WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM	1668	1087	65.17	1
COMMISSION ON CIVIL RIGHTS	119	67	56.30	2
PEACE CORPS	82	37	45.12	3
EDUCATION	1815	631	34.77	4
MERIT SYSTEMS PROTECTION BOARD	70	23	32.86	5
SMITHSONIAN INSTITUTION	413	124	30.02	6
ARMS CONTROL & DISARMAMENT AGENCY	20	6	30.00	7
ADMINISTRATIVE OFFICE US COURTS	206	60	29.13	8
HOUSING & URBAN DEVELOPMENT	7165	2052	28.64	9
FEDERAL TRADE COMMISSION	222	60	27.03	10
LABOR	7925	2068	26.09	11
RAILROAD RETIREMENT BOARD	545	139	25.50	12
ACTION	309	78	25.24	13
HEALTH AND HUMAN SERVICES	51476	12950	25.16	14
FEDERAL COMMUNICATIONS COMMISSION	324	81	25.00	15
PENSION BENEFIT GUARANTY CORP	118	29	24.58	16
SOLDIER'S AND AIRMEN'S HOME	43	10	23.26	17
DEFENSE NUCLEAR AGENCY	168	39	23.21	18
FEDERAL RESERVE BOARD	101	23	22.77	19
SMALL BUSINESS ADMINISTRATION	2231	497	22.28	20
US INFORMATION AGENCY	1693	370	21.85	21
DEFENSE OFFICE DEPENDENT SCHOOLS*	83	18	21.69	22
GENERAL SERVICES ADMINISTRATION	6088	1316	21.62	23
OFFICE OF PERSONNEL MANAGEMENT	2498	537	21.50	24
GOVERNMENT PRINTING OFFICE	734	157	21.39	25
COMMODITY FUTURES TRADING COMM	94	20	21.28	26
FEDERAL LABOR RELATIONS AUTHORITY*	91	19	20.88	27
CONSUMER PRODUCT SAFETY COMMISSION	271	55	20.30	28
NATIONAL SCIENCE FOUNDATION	272	55	20.22	29
NATIONAL LABOR RELATIONS BOARD	783	156	19.92	30
INTERIOR	11619	2172	18.69	31
SELECTIVE SERVICE SYSTEM	91	17	18.68	32
DEFENSE LOGISTICS AGENCY	18894	3449	18.25	33
AGENCY FOR INTER DEVELOPMENT*	1911	346	18.11	34
COMMERCE	4966	891	17.94	35
TREASURY	35986	6280	17.45	36
ADMINISTRATIVE TOTAL	403437	68984	17.10	
VETERANS ADMINISTRATION*	13433	2254	16.78	37
SECURITIES AND EXCHANGE COMMISSION	468	78	16.67	38
NATIONAL ENDOWMENT FOR THE HUMAN*	60	10	16.67	39
INTERSTATE COMMERCE COMMISSION	532	86	16.17	40
PANAMA CANAL COMMISSION	343	55	16.03	41
DEFENSE MAPPING AGENCY*	1238	193	15.59	42
ENVIRONMENTAL PROTECTION AGENCY*	2689	416	15.47	43
STATE	3779	577	15.27	44
NUCLEAR REGULATORY COMMISSION	583	88	15.09	45

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TABLE I-18

RANKING BY % OF MINORITIES
ADMINISTRATIVE WORK FORCE DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
JUSTICE*	19036	2821	14.82	46
AGRICULTURE	12305	1801	14.64	47
FEDERAL MARITIME COMMISSION	123	18	14.63	48
DEFENSE SUMMARY	165804	23837	14.38	49
FEDERAL HOME LOAN BANK BOARD	971	138	14.21	50
DEFENSE NAVY	38998	5535	14.19	51
DEFENSE ARMY	59119	8272	13.99	52
DEFENSE AIR FORCE	42338	5912	13.96	53
ENERGY	4413	602	13.64	54
EXECUTIVE OFFICE PRESIDENT	455	59	12.97	55
DEFENSE COMMUNICATIONS AGENCY	567	70	12.35	56
NATIONAL AERONAUTICS & SPACE ADMIN	3456	424	12.27	57
CIVIL AERONAUTICS BOARD	169	20	11.83	58
EXPORT-IMPORT BANK	121	14	11.57	59
DEFENSE USUHS	26	3	11.54	60
FEDERAL ELECTION COMMISSION	78	9	11.54	61
NATIONAL CREDIT UNION ADMIN	88	10	11.36	62
NATIONAL TRANSPORTATION SAFETY BD	172	19	11.05	63
FEDERAL EMERGENCY MANAGEMENT AGENCY	857	92	10.74	64
FEDERAL MEDIATION CONCILIATION SER	276	29	10.51	65
DEFENSE CONTRACT AUDIT AGENCY	110	11	10.00	66
INTERNATIONAL TRADE COMMISSION	150	15	10.00	67
FEDERAL DEPOSIT INSURANCE CORP	2237	222	9.92	68
TRANSPORTATION*	29229	2897	9.91	69
NATIONAL GALLERY OF ART*	51	5	9.80	70
DEFENSE INVESTIGATIVE AGENCY	1800	172	9.56	71
DEFENSE AUDIOVISUAL AGENCY	86	8	9.30	72
DEFENSE INTELLIGENCE AGENCY	1400	101	7.21	73
DEFENSE OFFICE OF SECRETARY	432	22	5.09	74
DEFENSE OCHAMPUS	59	3	5.08	75
FARM CREDIT ADMINSTRATION	96	4	4.17	76

FOOTNOTES:
* DATA OBTAINED FROM FY 1983 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1983 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1983 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF or FY 1983 Reports
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF or FY 1983 Reports
TENNESSEE VALLEY AUTHORITY	does not use PATCO groupings
US POSTAL SERVICE	does not use PATCO groupings

TABLE I-19

RANKING BY % OF FEMALES
TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
DEFENSE OFFICE DEPENDENT SCHOOLS*	11676	8952	76.67	1
SELECTIVE SERVICE SYSTEM	250	175	70.00	2
HEALTH AND HUMAN SERVICES	129938	84836	65.29	3
NATIONAL ENDOWMENT FOR THE HUMAN*	248	161	64.92	4
PEACE CORPS	198	126	63.64	5
RAILROAD RETIREMENT BOARD	1507	922	61.18	6
COMMISSION ON CIVIL RIGHTS	210	127	60.48	7
MERIT SYSTEMS PROTECTION BOARD	383	231	60.31	8
OFFICE OF PERSONNEL MANAGEMENT	5209	3066	58.86	9
ADMINISTRATIVE OFFICE US COURTS	497	289	58.15	10
DEFENSE USUHS	495	282	56.97	11
EQUAL EMPLOYMENT OPPORTUNITY COMM	2927	1659	56.68	12
NATIONAL SCIENCE FOUNDATION	1036	583	56.27	13
EDUCATION	4620	2566	55.54	14
FEDERAL RESERVE BOARD*	1302	714	54.84	15
VETERANS ADMINISTRATION*	209891	115070	54.82	16
FEDERAL LABOR RELATIONS AUTHORITY*	277	151	54.51	17
DEFENSE OCHAMPUS	173	94	54.34	18
SOLDIER'S AND AIRMEN'S HOME	730	391	53.56	19
FEDERAL ELECTION COMMISSION	174	93	53.45	20
ACTION	488	259	53.07	21
PENSION BENEFIT GUARANTY CORP	415	218	52.53	22
NATIONAL LABOR RELATIONS BOARD	2647	1384	52.29	23
DEFENSE NUCLEAR AGENCY	537	280	52.14	24
EXECUTIVE OFFICE PRESIDENT	962	499	51.87	25
FEDERAL TRADE COMMISSION	1222	625	51.15	26
TREASURY	114803	58203	50.70	27
COMMODITY FUTURES TRADING COMM	441	216	48.98	28
EXPORT-IMPORT BANK	335	164	48.96	29
ARMS CONTROL & DISARMAMENT AGENCY	138	66	47.83	30
HOUSING & URBAN DEVELOPMENT	12342	5885	47.68	31
FEDERAL COMMUNICATIONS COMMISSION	1785	839	47.00	32
DEFENSE OFFICE OF SECRETARY	1178	551	46.77	33
CONSUMER PRODUCT SAFETY COMMISSION	554	258	46.57	34
SECURITIES AND EXCHANGE COMMISSION	1731	803	46.39	35
SMALL BUSINESS ADMINISTRATION	3930	1817	46.23	36
CIVIL AERONAUTICS BOARD	423	194	45.86	37
INTERNATIONAL TRADE COMMISSION	369	162	43.90	38
LABOR	18281	7858	42.98	39
INTERSTATE COMMERCE COMMISSION	1293	555	42.92	40
DEFENSE LOGISTICS AGENCY	45006	19151	42.55	41
DEFENSE COMMUNICATIONS AGENCY	1506	629	41.77	42
FEDERAL MARITIME COMMISSION	250	104	41.60	43
ENVIRONMENTAL PROTECTION AGENCY*	10082	4084	40.51	44
COMMERCE	29446	11808	40.10	45

TABLE I-19

RANKING BY % OF FEMALES
TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
US INFORMATION AGENCY	4147	1647	39.72	46
AGENCY FOR INTER DEVELOPMENT*	3655	1430	39.12	47
FARM CREDIT ADMINSTRATION	268	104	38.81	48
DEFENSE INVESTIGATIVE AGENCY	2398	910	37.95	49
FEDERAL HOME LOAN BANK BOARD	1401	531	37.90	50
JUSTICE*	55855	21152	37.87	51
STATE	12326	4557	36.97	52
FEDERAL EMERGENCY MANAGEMENT AGENCY	2168	797	36.76	53
DEFENSE AUDIOVISUAL AGENCY*	218	80	36.70	54
GENERAL SERVICES ADMINISTRATION	26692	9778	36.63	55
NUCLEAR REGULATORY COMMISSION	3180	1122	35.28	56
NATIONAL GALLERY OF ART*	582	204	35.05	57
DEFENSE ARMY	310826	108661	34.96	58
DEFENSE NATIONAL SECURITY AGENCY*	CLASSIFIED		34.40	59
ENERGY	16259	5490	33.77	60
DEFENSE INTELLIGENCE AGENCY	2372	792	33.39	61
DEFENSE AIR FORCE	220747	71232	32.27	62
NATIONAL TRANSPORTATION SAFETY BD	286	92	32.17	63
AGRICULTURE	95306	30444	31.94	64
DEFENSE SUMMARY	886397	281288	31.73	65
SMITHSONIAN INSTITUTION	3467	1086	31.32	66
INTERIOR	58018	18107	31.21	67
GOVERNMENT PRINTING OFFICE	5373	1641	30.54	68
FEDERAL DEPOSIT INSURANCE CORP	2906	866	29.80	69
DEFENSE MAPPING AGENCY*	8599	2394	27.84	70
DEFENSE CONTRACT AUDIT AGENCY	3672	1013	27.59	71
US POSTAL SERVICE	677213	180979	26.72	72
DEFENSE NAVY	288356	75095	26.04	73
NATIONAL CREDIT UNION ADMIN	616	159	25.81	74
NATIONAL AERONAUTICS & SPACE ADMIN	22137	5184	23.42	75
FEDERAL MEDIATION CONCILIATION SER	340	75	22.06	76
TRANSPORTATION	58875	11539	19.60	77
PANAMA CANAL COMMISSION	1596	280	17.54	78
TENNESSEE VALLEY AUTHORITY	37502	6305	16.81	79

FOOTNOTES:

* DATA OBTAINED FROM FY 1983 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1983 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1983 Reports
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF or FY 1983 Reports
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF or FY 1983 Reports

TABLE I-20

RANKING BY % OF MINORITIES
TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	MINORITY TOTAL NUMBER	MINORITY TOTAL %	RANK
SOLDIER'S AND AIRMEN'S HOME	730	510	69.86	1
COMMISSION ON CIVIL RIGHTS	210	136	64.76	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	2927	1738	59.38	3
NATIONAL GALLERY OF ART*	582	345	59.28	4
GOVERNMENT PRINTING OFFICE	5373	2973	55.33	5
PEACE CORPS	198	103	52.02	6
SMITHSONIAN INSTITUTION*	3467	1746	50.36	7
PENSION BENEFIT GUARANTY CORP	415	168	40.48	8
GENERAL SERVICES ADMINISTRATION	26692	10568	39.59	9
EDUCATION	4620	1774	38.40	10
MERIT SYSTEMS PROTECTION BOARD	383	144	37.60	11
ACTION	488	178	36.48	12
FEDERAL TRADE COMMISSION	1222	437	35.76	13
HEALTH AND HUMAN SERVICES	129938	45680	35.16	14
RAILROAD RETIREMENT BOARD	1507	520	34.51	15
HOUSING & URBAN DEVELOPMENT	12342	4121	33.39	16
ADMINISTRATIVE OFFICE US COURTS	497	165	33.20	17
OFFICE OF PERSONNEL MANAGEMENT	5209	1707	32.77	18
FEDERAL COMMUNICATIONS COMMISSION	1785	576	32.27	19
VETERANS ADMINISTRATION*	209891	67687	32.25	20
FEDERAL RESERVE BOARD*	1302	412	31.64	21
SELECTIVE SERVICE SYSTEM	250	79	31.60	22
INTERSTATE COMMERCE COMMISSION	1293	402	31.09	23
FEDERAL LABOR RELATIONS AUTHORITY*	276	84	30.43	24
NATIONAL ENDOWMENT FOR THE HUMAN*	248	74	29.84	25
DEFENSE LOGISTICS AGENCY	45006	13293	29.54	26
COMMODITY FUTURES TRADING COMM	441	129	29.25	27
FEDERAL MARITIME COMMISSION	250	72	28.80	28
INTERNATIONAL TRADE COMMISSION	369	106	28.73	29
EXPORT-IMPORT BANK	335	96	28.66	30
NATIONAL SCIENCE FOUNDATION	1036	294	28.38	31
US INFORMATION AGENCY	4147	1171	28.24	32
LABOR	18281	5157	28.21	33
US POSTAL SERVICE*	677213	191033	28.21	34
AGENCY FOR INTER DEVELOPMENT*	3655	1030	28.18	35
NATIONAL LABOR RELATIONS BOARD	2647	745	28.15	36
CIVIL AERONAUTICS BOARD	423	117	27.66	37
SECURITIES AND EXCHANGE COMMISSION	1731	476	27.50	38
SMALL BUSINESS ADMINISTRATION	3930	1058	26.92	39
JUSTICE*	55855	14244	25.50	40
EXECUTIVE OFFICE PRESIDENT	962	244	25.36	41
TREASURY	114803	29106	25.35	42
FEDERAL ELECTION COMMISSION	174	43	24.71	43
DEFENSE NAVY	288356	70265	24.37	44
CONSUMER PRODUCT SAFETY COMMISSION	554	131	23.65	45

TABLE I-20

RANKING BY % OF MINORITIES
TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	MINORITY TOTAL NUMBER	MINORITY TOTAL %	RANK
ARMS CONTROL & DISARMAMENT AGENCY	138	32	23.19	46
DEFENSE NUCLEAR AGENCY	537	119	22.16	47
DEFENSE SUMMARY	886397	195492	22.05	48
FEDERAL HOME LOAN BANK BOARD	1401	298	21.27	49
COMMERCE	29446	6199	21.05	50
NATIONAL TRANSPORTATION SAFETY BD	286	60	20.98	51
DEFENSE AIR FORCE	220747	46088	20.88	52
DEFENSE ARMY	310826	62459	20.09	53
INTERIOR	58018	11378	19.61	54
ENVIRONMENTAL PROTECTION AGENCY*	10082	1957	19.41	55
STATE	12326	2380	19.31	56
PANAMA CANAL COMMISSION	1596	293	18.36	57
DEFENSE MAPPING AGENCY	8426	1542	18.30	58
FEDERAL MEDIATION CONCILIATION SER	340	56	16.47	59
DEFENSE COMMUNICATIONS AGENCY	1506	244	16.20	60
FEDERAL DEPOSIT INSURANCE CORP	2906	462	15.90	61
ENERGY	16259	2552	15.70	62
FEDERAL EMERGENCY MANAGEMENT AGENCY	2168	339	15.64	63
TRANSPORTATION*	58875	9082	15.43	64
DEFENSE USUHS	495	76	15.35	65
DEFENSE CONTRACT AUDIT AGENCY	3672	532	14.49	66
NUCLEAR REGULATORY COMMISSION	3180	460	14.47	67
DEFENSE INTELLIGENCE AGENCY	2372	338	14.25	68
NATIONAL CREDIT UNION ADMIN	616	86	13.96	69
DEFENSE AUDIOVISUAL AGENCY*	218	30	13.76	70
AGRICULTURE	95306	12925	13.56	71
FARM CREDIT ADMINSTRATION	268	36	13.43	72
DEFENSE OCHAMPUS	173	23	13.29	73
DEFENSE INVESTIGATIVE AGENCY	2398	300	12.51	74
NATIONAL AERONAUTICS & SPACE ADMIN	22137	2739	12.37	75
DEFENSE OFFICE DEPENDENT SCHOOLS*	11676	1402	12.01	76
DEFENSE OFFICE OF SECRETARY	1178	127	10.78	77
TENNESSEE VALLEY AUTHORITY*	37502	3813	10.17	78

FOOTNOTES:

* DATA OBTAINED FROM FY 1983 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1983 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1983 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
NATIONAL ENDOWMENT FOR THE ARTS	data not in CPDF or FY 1983 Reports
OVERSEAS PRIVATE INVESTMENT CORP	data not in CPDF or FY 1983 Reports

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Employment of Handicapped Individuals
in the
Federal Government

Report Prepared for:
Senate Committee on Human Resources
House Committee on Education and Labor

September 30, 1983

U.S. Equal Employment Opportunity Commission

PART II - EMPLOYMENT OF HANDICAPPED INDIVIDUALS IN THE FEDERAL GOVERNMENT

A. BACKGROUND

This is the eighth report to the Congress on employment of handicapped individuals in the Federal Government. It covers the period October 1, 1982, through September 30, 1983. Substantial progress has been made in improving Federal employment opportunities for persons with disabilities. Based on 1970 Census data, the U.S. Department of Labor Employment Standard Administration estimates that 5.95 percent of the population which is work force-age and able to work is comprised of persons with severe disabilities. However, handicapped individuals, especially those with severe disabilities, continue to be severely underrepresented in the Federal work force at 0.89 percent. This year's report provides an update on the accomplishments of Federal agencies in creating an equitable environment for handicapped applicants and employees.

This report is submitted in accordance with section 501 of the Rehabilitation Act of 1973, 29 U.S.C. 791 (Public Law 93-112), as amended (Public Law 93-516), which requires all agencies, departments, and instrumentalities of the executive branch of the Federal Government, including the United States Postal Service and Postal Rate Commission, to submit (pursuant to the President's Reorganization Plan of 1978) to the Equal Employment Opportunity Commission (EEOC) annual affirmative action program plans for hiring, placement, and advancement of handicapped individuals.

The Interagency Committee on Handicapped Employees, established by section 501(a) of the Rehabilitation Act, provides a focus for Federal and other employment of handicapped individuals; reviews, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to handicapped individuals in the Federal service; and ensures that the special needs of these persons are met. This report was reviewed and approved by the Interagency Committee on Handicapped Employees on June 20, 1985.

B. PROGRAM TRENDS AND MILESTONES

Leadership and Guidance

EEOC has responsibility for enforcing nondiscrimination and affirmative action provisions of laws and regulations concerning Federal employment of handicapped individuals. Specifically, EEOC:

- reviews and approves agency affirmative action program plans for hiring, placement, and advancement of handicapped individuals;
- processes appeals of agency decisions in regard to complaints of discrimination on the basis of handicap;
- issues rules, regulations, orders, and instructions to enforce equal employment opportunity for handicapped individuals;
- requests information from agencies as necessary; and

- cochairs the Interagency Committee on Handicapped Employees and provides staff and space for the Committee Secretariat.

In addition, Executive Order 12067, dated June 30, 1978, provides that EEOC is to coordinate Federal equal employment opportunity programs, including those for handicapped individuals. EEOC's Office of Legal Counsel leads and coordinates the efforts of Federal agencies to enforce all Federal statutes, executive orders, regulations, and policies that require equal employment opportunity without regard to handicap, race, color, religion, sex, national origin, or age.

The Handicapped Individuals Program Division, Public Sector Programs, Office of Program Operations, EEOC, provides leadership and guidance for EEOC enforcement of Section 501 of the Rehabilitation Act of 1973, as amended. The Division develops and recommends policy concerning equal employment opportunity for handicapped individuals in Federal employment, provides instructions for Federal agency affirmative action programs, and assists agencies in complying with their legal obligations under the Act. It also provides support to the Interagency Committee on Handicapped Employees, disseminates reports and educational materials, and prepares the annual report to Congress as required by law.

In carrying out its mandates, EEOC works closely with the Office of Personnel Management (OPM). As the agency charged with overall responsibility for Federal personnel policy and practices, OPM provides personnel flexibilities to help Federal agencies implement affirmative action program plans for employment of handicapped individuals. OPM works closely with selective placement coordinators in Federal agencies and provides leadership and guidance through Federal Personnel Manual (FPM) issuances and other means.

Comprehensive Affirmative Action Programs - A new comprehensive management directive was issued March 29, 1983. EEO-MD-712 replaces affirmative action provisions previously contained in Federal Personnel Manual Chapter 306, Subchapter 11. The new directive prescribes instructions, procedures, and guidance for comprehensive programs that are to be maintained by Federal agencies to provide a framework for implementation of law and executive branch policy concerning hiring, placement, and advancement of handicapped individuals.

At a minimum, the following objectives must be addressed:

- Ensuring that handicapped individuals have equitable opportunities to be hired, placed, and advanced;
- Ensuring that handicapped individuals have equitable opportunities to be trained;
- Including handicapped individuals in merit promotion, upward mobility, apprenticeship, student employment, cooperative education, and other development and advancement programs;
- Including sources of handicapped applicants in ongoing recruitment efforts;

- Making facilities accessible to and usable by handicapped employees and applicants;
- Providing reasonable accommodation for the disabilities of employees and applicants;
- Maintaining an internal data collection system for purposes of program assessment and planning;
- Evaluating program status and achievement in a systematic manner;
- Delegating appropriate authority to direct and accomplish program efforts;
- Committing adequate resources to support program efforts; and
- Achieving full commitment to program goals.

Agencies may also include additional objectives specifically tailored to agency mission, character, or size.

EEO-MD-712 generates no reporting requirements. Onsite reviews will be conducted to ensure compliance with documentation requirements.

C. INSTRUCTIONS TO AGENCIES

When responsibility for affirmative action for handicapped individuals in Federal employment was transferred to EEOC in 1979, Federal agencies were instructed to redirect their efforts to achieve measurable results in a limited number of clearly defined areas. EEOC's instructions to agencies have emphasized development of results-oriented plans to produce objective agency-generated means of measuring progress.

Emphasis in affirmative action programs is placed on handicapped individuals with targeted disabilities. These disabilities (and applicable codes on Standard Form 256) are as follows: deafness (16 and 17), blindness (23 and 25), missing extremities (28 and 32-38), partial paralysis (64-68), complete paralysis (71-78), convulsive disorders (82), mental retardation (90), mental illness (91), and distortion of limbs and/or spine (92).

EEOC has provided instructions to agencies for annual reporting of affirmative action plans and accomplishment reports through a series of management directives. EEO-Management Directive-711, issued November 2, 1982, was extended through fiscal year 1986, pursuant to EEO-Management Directive-711A, issued October 4, 1983, with the following changes:

a. The optional accomplishment reports for career development and upward mobility actions will be mandatory in FY 85 and FY 86 accomplishment reports.

b. Reporting forms have been redesigned and reprinted in letter size.

c. The annual reporting date has been changed from December 1 to December 31.

D. AGENCY REPORTS AND PLANS

1. Criteria for Evaluation of FY 1983 Accomplishments

This report covers agency accomplishments during the period October 1, 1982, through September 30, 1983. The data upon which Part II of this report is based come from accomplishment reports provided by agencies and include work force data for both permanent and temporary full and part-time Federal employees. Temporary employees are included because agencies are encouraged to make use of special temporary appointing authorities to hire severely handicapped individuals, and it is important that their efforts be recognized.

EEOC evaluated agency accomplishments during FY 1983 using criteria established to assess changes in the percent representation of persons with targeted disabiilities. In FY 1983 program plans, agencies had established goals for achievement of specific increases in representation of persons with targeted disabilities. Six categories were established for evaluation of agency accomplishments:

a. Agency exceeded goals it had established for increasing the representation of individuals with targeted disabilities in its work force.

b. Agency met goals it had established.

c. Agency did not meet goals it had established, but representation of individuals with targeted disabilities in its work force increased.

d. Representation of individuals with targeted disabilities did not increase, but the rate of accessions of these individuals (percent) during the reporting period exceeded the representation of these individuals (percent) as of the beginning of the reporting period.

e. Representation of individuals with targeted disabilities did not increase, and there were minimal hiring opportunities (less than 20 accessions), but training and promotion percentages (when the two are averaged) are at least as high for employees with targeted disabilities as for employees who are not handicapped. In addition, if placements were made during the year in upward mobility, apprenticeship, student cooperative education, and management and executive development slots, there is representation of persons with targeted disabilities in two of the four program categories.

f. There was no increase in representation of individuals with targeted disabilities in the agency work force, and the accession rate (percent) during the reporting period was less than the representation (percent) at the beginning of the reporting period.

The accomplishments of agencies in categories a, b, c, d, and e were deemed satisfactory. The accomplishments of agencies in category f were considered unsatisfactory, unless there were minimal opportunities to hire (less than 20 accessions).

EEOC responded to agencies submitting accomplishment reports by informing them that their accomplishments were satisfactory or unsatisfactory or that their reports were incomplete. Recommendations for improved program planning were provided to agencies with unsatisfactory accomplishments. Specific program areas which were addressed with recommendations for improvement are: recruitment; tracking of applicant data; facility accessibility; selection procedures; and staffing commitments. Agencies with unsatisfactory accomplishments were provided with an opportunity to respond with an explanation of any unique or extenuating circumstances which may have prevented them from being rated satisfactory.

2. Analysis of FY 1983 Accomplishment Reports

These accomplishment reports cover the period October 1, 1982, through September 30, 1983. As shown in Table II-1, the accomplishments of 82 agencies were satisfactory, and the accomplishments of 15 agencies were unsatisfactory.

The accomplishment reports of the following agencies were unsatisfactory:

Agency for International Development
U.S. Department of Commerce
Defense, Office of Dependents Schools
U.S. Department of Education
U.S. Department of Energy
Farm Credit Administration
Federal Deposit Insurance Corporation
National Credit Union Administration
National Endowment for the Arts
National Transportation Safety Board
Securities and Exchange Commission
Selective Service System
Smithsonian Institution
Soldiers' and Airmen's Home
U.S. Information Agency

Accomplishment data for the period October 1, 1982, through September 30, 1983, are available from the 97 agencies that submitted reports and are presented in Table II-3. October 1, 1982, data are not available from the Peace Corps or National Guard Bureau: this is the first year that these agencies have been requested to submit an affirmative action program plan, and therefore data were not collected.

Combined work force data from these agencies are presented in Figure 1. The number of handicapped individuals--that is, the combined total for persons with targeted disabilities and persons with other handicaps--increased during the reporting period from 4.97 to 5.15.

Figure 1 also shows an increase in employment of individuals with targeted disabilities. Representation of individuals with targeted disabilities increased from 0.82% to 0.89%. This is a 9.40% increase in representation. This increase of 9.40 percent in the number of employees with targeted disabilities compares with an increase of 0.85 percent in the size of the total work force. The rate of accessions of individuals with targeted disabilities was 0.96% during FY 1983, while the rate of losses was 0.75%.

It is the lower rate of loss of individuals with targeted disabilities that accounts for the overall increase in percent representation for this group. The hiring rate was slightly lower than during the last half of FY 1981 (0.79%) but considerably lower than the rate for the preceding 18 months (2.28%) in FY 1980-81. Also, the rate of accessions was not sufficiently high to have resulted in an increase in representation were it not for the disproportionately low loss rate.

Many agencies explained that their low accession rate was due to very restricted hiring during the year. There were fewer accessions, but a large percentage of these accessions were individuals who had previously been RIFed, were transfers from other agencies, or were in some other unique category that gave the hiring agency little control over the selection process.

Figure 1

	Total Work Force	Handicapped Individuals	%	Persons with Targeted Disabilities	%
10/1/82	2,746,958	136,472	4.97	22,548	0.82
9/30/83	2,772,585	142,681	5.15	24,668	0.89
Accessions from 10/1/82 through 9/30/83	422,764			4,055	0.96
Losses from 10/1/82 through 9/30/83	403,441			3,012	0.75

Figure 2 shows that after a decline in percent representation of handicapped individuals (all handicaps) from the end of FY 1981 to the end of FY 1982, there was an increase in percent representation from the end of FY 1982 to the end of FY 1983.

FIGURE 2

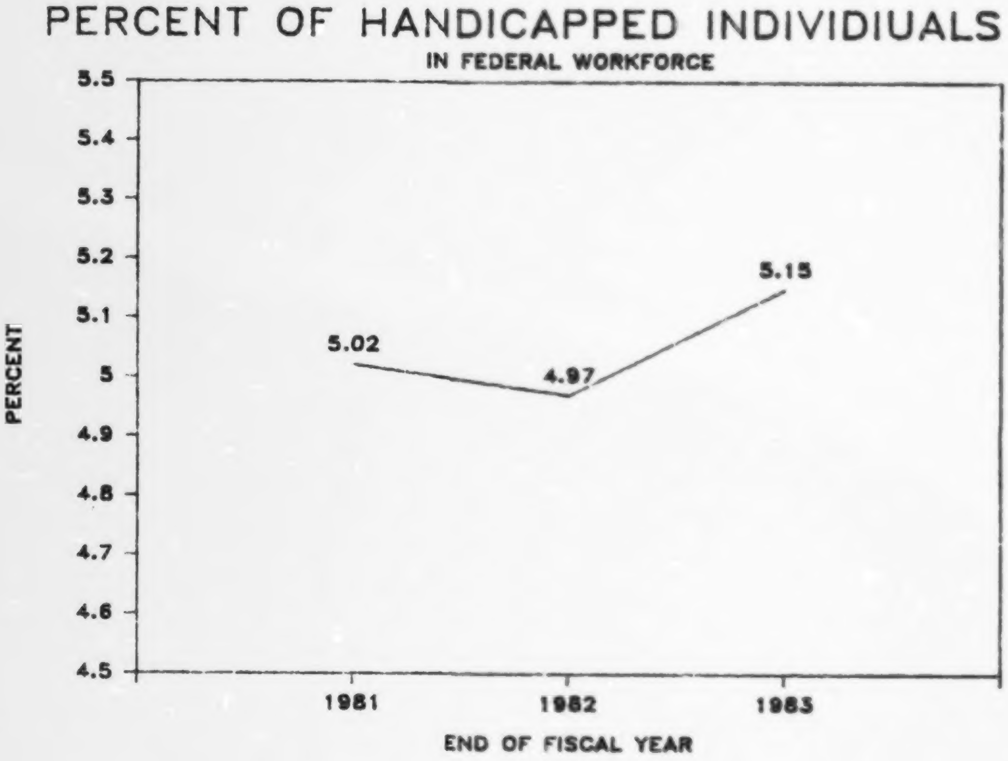

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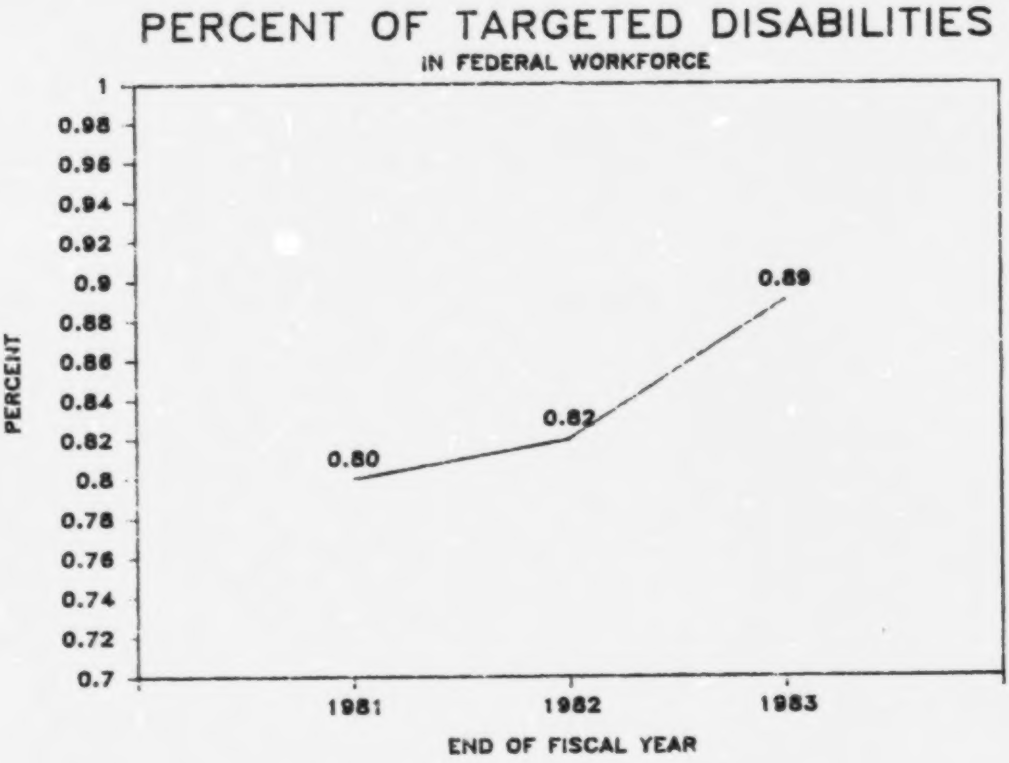
Figure 3 shows a slight increase in percent representation of persons with targeted disabilities from the end of FY 1981 to the end of FY 1982 (from 0.80% to 0.82%) and a sharper increase in percent representation from the end of FY 1982 to the end of FY 1983 (from 0.82% to 0.89%).

FIGURE 3



Data on distribution of categories of targeted disabilities within each Federal agency are presented in Table II-5. Figure 4 shows the distribution of targeted disabilities within the Federal work force as of September 30, 1983.

DISTRIBUTION OF TARGETED DISABILITIES

WITHIN FEDERAL WORK FORCE AS OF 9/30/83

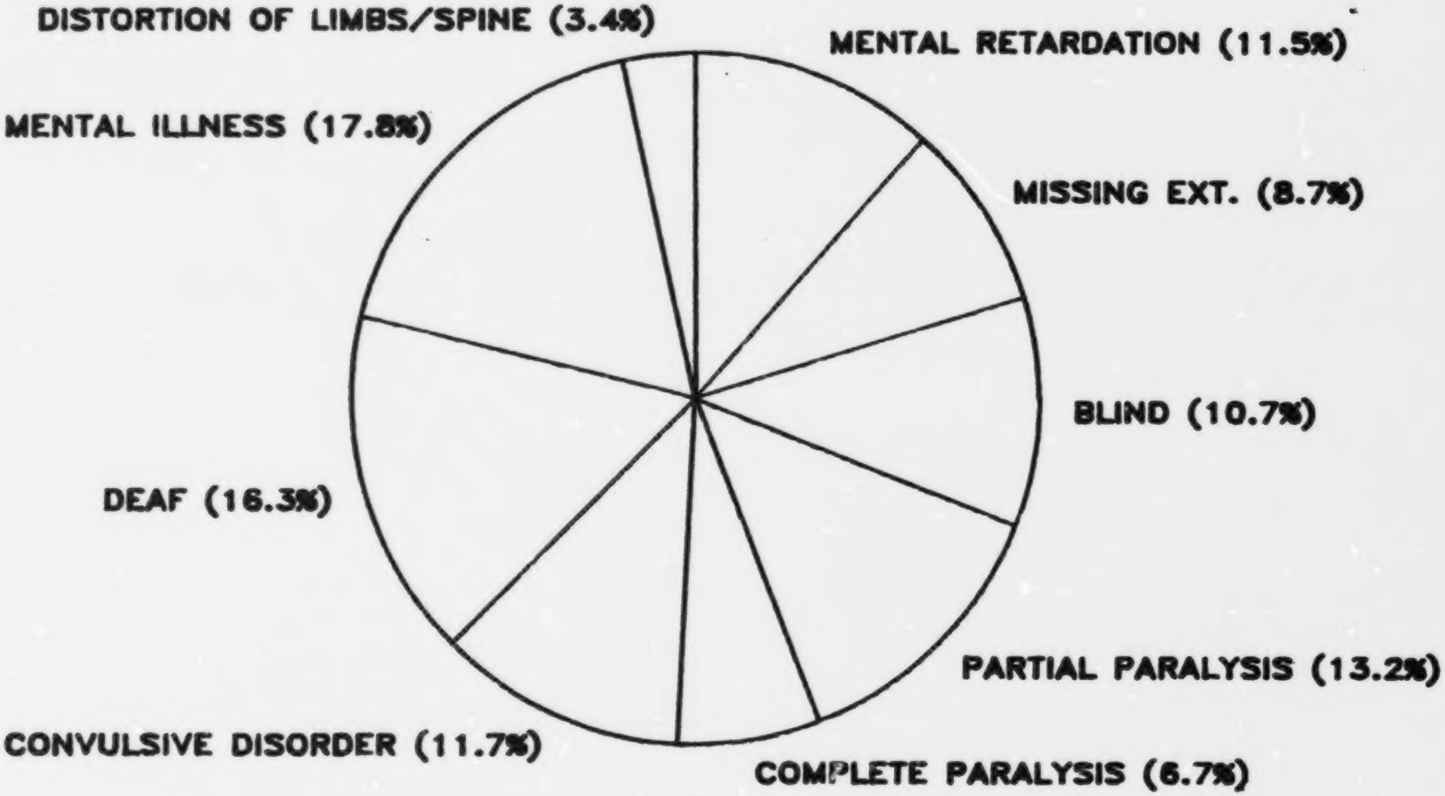


Figure 4

Table II-6 shows a ranking of Federal agencies by percent of persons with targeted disabilities. Agencies with 100 or fewer employees are not included in the ranking.

3. FY 1984 Affirmative Action Program Plans

Agencies were required to submit affirmative action program plans for the period of October 1, 1983, through September 30, 1984, with their reports of accomplishments for FY 1983. This report covers the status of agency submission of these FY 1984 program plans. Agencies were required to include the following five elements in their plans:

- a work force analysis by grade, type of occupation, and disability category;
- employment goals that will result in increased representation of persons with targeted disabilities;
- a special recruitment plan that provides reasonable assurances that applicant pools will be expanded to increase representation of qualified handicapped individuals;
- a plan for removal of facility barriers that includes timetables for accomplishment of specified objectives; and
- a plan for analysis of selection procedures and elimination of selection barriers that impede hiring, placement, and advancement of handicapped individuals.

Plans from agencies with 501 or more employees were considered complete if they included these elements.

Agencies with 500 or fewer employees were permitted to submit abbreviated plans. These were considered complete if they included the following:

- a work force analysis indicating the total number of employees, the number of handicapped employees, and the number of employees with targeted disabilities;
- a statement indicating that potential sources of handicapped applicants would be notified well before vacancies were filled; and
- a statement specifying actions planned to remove facility barriers.

Ninety-seven agencies submitted complete plans for FY 1984. The U.S. Department of Justice and the Federal Trade Commission submitted incomplete plans.

The following agencies did not submit plans:

Executive Office of the President
Federal Mediation and Conciliation Service
Inter-American Foundation

E. INTERAGENCY COMMITTEE ON HANDICAPPED EMPLOYEES

The Interagency Committee on Handicapped Employees (ICHE) was established by section 501(a) of the Rehabilitation Act of 1973 (Public Law 93-112). The purpose of the Committee is to provide a focus for Federal and other employment of handicapped individuals and to review, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to handicapped individuals in the Federal service. ICHE goals are to increase employment of handicapped individuals and to ensure an equitable, suitable, and functional work environment in the Federal service. The Committee makes recommendations for policy, procedural, regulatory, and legislative changes that will improve employment opportunities for qualified persons with disabilities.

The ICHE is cochaired by Clarence Thomas, Chairman, Equal Employment Opportunity Commission, and Madeleine Will, Assistant Secretary for Special Education and Rehabilitative Services, Department of Education. Other members during FY 1983 were Lawrence J. Korb, Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), Department of Defense; Robert B. Collyer, Deputy Under Secretary for Employment Standards, Department of Labor; Loretta Cornelius, Deputy Director, Office of Personnel Management; Everett Alvarez, Jr., Deputy Administrator, Veterans Administration; Ray Kline, Deputy Administrator, General Services Administration; and Stephen A. Sharp, Commissioner, Federal Communications Commission. Toward the end of FY 1983, a recommendation to expand the ICHE to include the Department of Health and Human Services was forwarded to the Office of Management and Budget.

To date, the ICHE has issued 12 reports and adopted 115 recommendations. The reports relate to: definition and interpretation of the term "handicapped individual" (1975); evaluation of agency affirmative action program plans and achievements in employment of handicapped individuals including disabled veterans (1975); removal of attitudinal, communication, and procedural barriers (1975); establishment of a system for collecting data on handicapped Federal employees (1975); establishment of a public affairs program (1976); development of improved training opportunities for handicapped Federal employees (1976); study of issues affecting employment of disabled veterans (1977); establishment of modified affirmative action requirements for small agencies (1978); establishment of priorities for future ICHE attention (1978); Federal employment of mentally restored individuals (1979); employment of handicapped individuals in times of economic restraint (1982); and effects of reductions-in-force on handicapped Federal employees (1983).

A new ICHE work group was established in FY 1983 to study the development of handicap case law. The group met twice during the year and identified issues of concern related to its primary mission -- to develop "coordination and communication mechanisms".

Recognizing inconsistencies in dealing with the employment of handicapped individuals among the executive, legislative, and judicial branches of government, the Committee requested that staff begin preparation of letters to appropriate persons in the legislative and judicial branches requesting their assistance in implementing voluntary affirmative action programs for hiring, placement, and advancement of handicapped individuals within their respective branches. Groundwork on this effort began before the end of the fiscal year.

F. ONSITE PROGRAM REVIEWS

During FY 1983, EEOC conducted 212 initial and 44 follow-up onsite reviews of affirmative action programs for handicapped individuals at Federal agency field installations. The following major agencies were involved:

- U.S. Department of Agriculture
- Department of the Air Force
- Department of the Army
- Army/Air Force Exchange Service
- U.S. Department of Commerce
- Defense Contract Audit Agency
- Defense Logistics Agency
- U.S. Department of Energy
- Environmental Protection Agency
- General Services Administration
- U.S. Department of Health and Human Services
- U.S. Department of Housing and Urban Development
- U.S. Department of the Interior
- U.S. Department of Justice
- U.S. Department of Labor
- National Aeronautics and Space Administration
- Department of the Navy
- Office of Personnel Management
- U.S. Postal Service
- Small Business Administration
- U.S. Department of Transportation
- U.S. Department of Treasury
- Veterans Administration

Figures 5 and 6 contain statistical information on the installations reviewed.

EEOC field staff evaluate four primary program elements during onsite visits: program management, data collection, special recruitment, and facility accessibility. Reports of the evaluation are sent to installations reviewed and to agency headquarters. At the end of each quarter, summary reports are sent to agency headquarters covering all agency installations reviewed during the quarter.

Based on experience during the past two fiscal years, onsite program reviews are viewed by many as the single most effective mechanism that has been developed to assure implementation of Section 501. Face-to-face contact has brought results not only in terms of barriers removed but also in terms of individuals hired.

Figure 5

Agencies in which 4 or more installations received a §501 onsite program review in FY 83 and percent severely handicapped employees reported by those installations

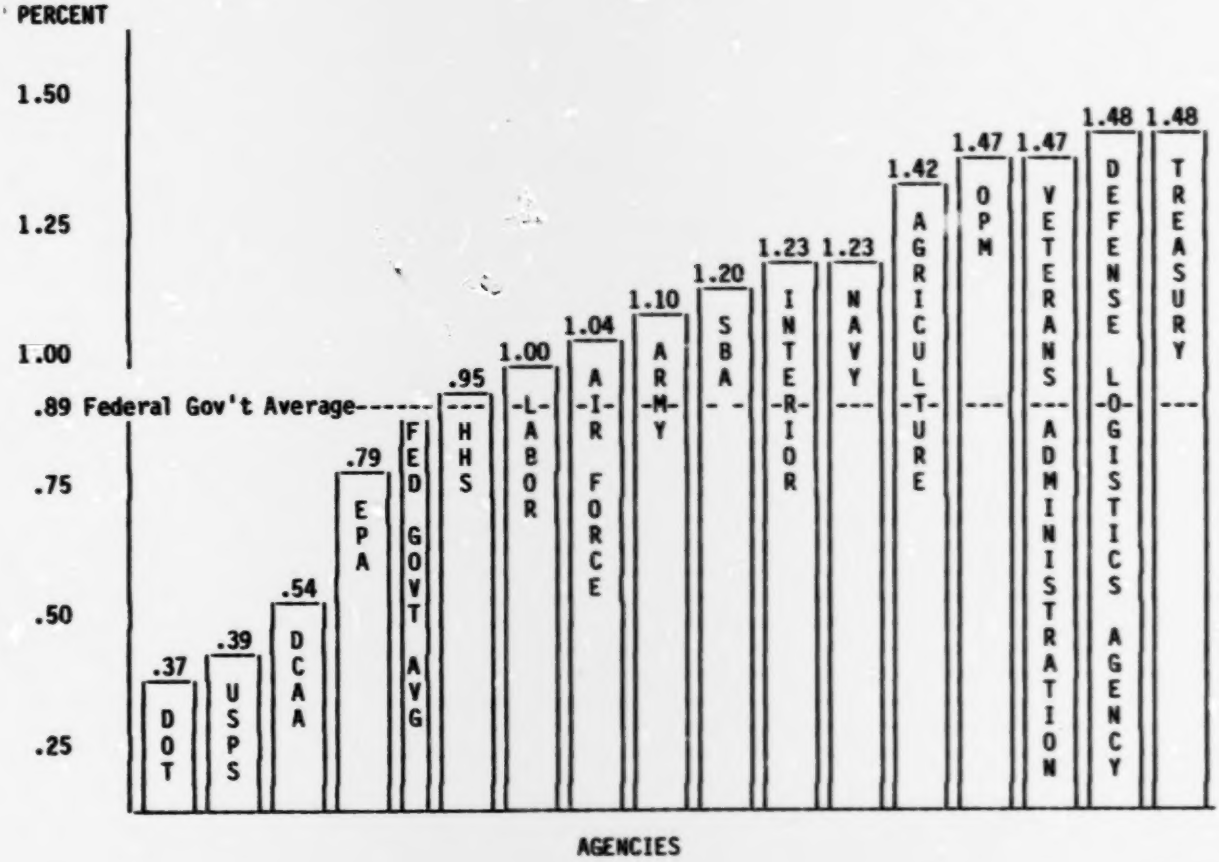


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Figure 6

HANDICAPPED EMPLOYEES AND THOSE WITH TARGETED DISABILITIES IN INSTALLATIONS INVOLVED IN THE ONSITE REVIEW PROGRAM DURING FY 83

	Number of Facilities Reviewed	Total Number of Employees	All Handicaps (Percent)	Targeted Disabilities (Percent)
AGRICULTURE	8	4,400	7.65	1.42
AIR FORCE	18	53,900	9.82	1.04
ARMY	31	59,000	8.13	1.10
ARMY/AIR FORCE EXCHANGE SERVICE	2	1,800	1.69	0.38
COMMERCE	1	1,000	0.68	0.00
DEFENSE CONTRACT AUDIT AGENCY	4	2,200	6.38	0.54
DEFENSE LOGISTICS AGENCY	4	9,100	5.20	1.48
ENERGY	3	14,900	3.81	0.52
ENVIRONMENTAL PROTECTION AGENCY	5	2,300	4.23	0.79
FEDERAL DEPOSIT INSURANCE CORP	1	200	1.51	1.01
GENERAL SERVICES ADMINISTRATION	3	4,500	5.83	1.68
HEALTH AND HUMAN SERVICES	10	24,500	4.42	0.95
HOUSING AND URBAN DEVELOPMENT	3	3,500	7.23	1.07
INTERIOR	11	15,900	5.28	1.23
JUSTICE	1	200	1.02	1.02
LABOR	4	5,100	8.50	1.00
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	2	5,100	5.16	0.69
NAVY	22	42,500	8.36	1.23
OFFICE OF PERSONNEL MANAGEMENT	4	1,300	6.80	1.47
POSTAL SERVICE	22	214,100	2.22	0.39
SMALL BUSINESS ADMINISTRATION	4	1,400	9.17	1.20
TRANSPORTATION	6	7,000	3.16	0.37
TREASURY	17	25,500	4.49	1.48
VETERANS ADMINISTRATION	26	35,800	7.97	1.47
TOTALS	212	535,200	5.16	0.84

TABLE II-1: EVALUATION OF FY 1983 ACCOMPLISHMENTS AND FY 1984 PLANS BY AGENCY:
Status as of September 30, 1983

	FY 1983 Accomplishments				FY 1984 Program Plans		
	Satisfactory	Unsatisfactory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Action	X				X		
Administrative Conference of the U. S.	X				X		
Advisory Commission on Intergvt Relations	X				X		
Advisory Committee on Federal Pay	X				X		
Agency for International Development		X			X		
Agriculture	X				X		
American Battle Monuments Commission	X				X		
Appalachian Regional Commission	X				X		
Arch & Trans Barriers Compliance Board	X				X		
Arms Control & Disarmament Agency	X				X		
Board for International Broadcasting	X				X		
Central Intelligence Agency	X				X		
Civil Aeronautics Board	X				X		
Commerce		X			X		
Commission on Civil Rights	X				X		
Committee for Purchase from Blind etc.	X				X		
Commodity Futures Trading Commission	X				X		
Consumer Product Safety Commission	X				X		
DEFENSE					X		
Air Force	X				X		
Army	X				X		
Army/Air Force Exchange Service	X				X		

TABLE II-1 (Cont.): EVALUATION OF FY 1983 ACCOMPLISHMENTS AND FY 1984 PLANS BY AGENCY:
Status as of September 30, 1983

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	FY 1983 Accomplishments				FY 1984 Program Plans		
	Satisfactory	Unsatisfactory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Defense Audiovisual Agency	X				X		
Defense Communications Agency	X				X		
Defense Contract Audit Agency	X				X		
Defense Intelligence Agency	X				X		
Defense Investigative Service	X				X		
Defense Logistics Agency	X				X		
Defense Mapping Agency	X				X		
Defense Nuclear Agency	X				X		
National Guard Bureau				X*	X		
National Security Agency	X				X		
Navy	X				X		
OCHAMPUS	X				X		
Office of Dependents Schools		X			X		
Office of Secretary	X				X		
Uniformed Svcs Univ of the Health Sci	X				X		
Education		X			X		
Energy		X			X		
Environmental Protection Agency	X				X		
Equal Employment Opportunity Commission	X				X		
Executive Office of the President			X				X
Export/Import Bank	X				X		
Farm Credit Administration		X			X		

* The National Guard Bureau was not requested to submit an FY 1983 plan, and therefore there are no comparison data from FY 1982.

TABLE II-1 (Cont.): EVALUATION OF FY 1983 ACCOMPLISHMENTS AND FY 1984 PLANS BY AGENCY:

Status as of September 30, 1983

	FY 1983 Accomplishments				FY 1984 Program Plans		
	Satisfactory	Unsatisfactory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Federal Communications Commission	X				X		
Federal Deposit Insurance Corp		X			X		
Federal Election Commission	X				X		
Federal Emergency Management Agency	X				X		
Federal Home Loan Bank Board	X				X		
Federal Labor Relations Authority	X				X		
Federal Maritime Commission	X				X		
Federal Mediation & Conciliation Service			X				X
Federal Mine Safety & Health Review	X				X		
Federal Reserve System	X				X		
Federal Trade Commission	X					X	
General Services Administration	X				X		
Harry S. Truman Scholarship Fund	X				X		
Health & Human Services	X				X		
Housing & Urban Development	X				X		
Inter-American Foundation			X				X
Interior	X				X		
International Trade Commission	X				X		
Interstate Commerce Commission	X				X		
Japan-U.S. Friendship Commission	X				X		
Justice	X					X	

TABLE II-1 (Cont.): EVALUATION OF FY 1983 ACCOMPLISHMENTS AND FY 1984 PLANS BY AGENCY:
Status as of September 30, 1983

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	FY 1983 Accomplishments				FY 1984 Program Plans		
	Satisfactory	Unsatisfactory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Labor	X				X		
Marine Mammal Commission	X				X		
Merit Systems Protection Board	X				X		
Natl Aeronautics & Space Administration	X				X		
Natl Capital Planning Commission	X				X		
Natl Commission on Library & Info. Science	X				X		
Natl Credit Union Administration		X			X		
Natl Endowment for the Arts		X			X		
Natl Endowment for the Humanities	X				X		
Natl Gallery of Art	X				X		
Natl Labor Relations Board	X				X		
Natl Mediation Board	X				X		
Natl Science Foundation	X				X		
Natl Transportation Safety Board		X			X		
Navajo & Hopi Indian Relocation Commission	X				X		
Nuclear Regulatory Commission	X				X		
Occupational Safety & Health Review	X				X		
Office of the Fed Insp AL Nat Gas Trans	X				X		
Office of Personnel Management	X				X		
Overseas Private Investment Corp	X				X		
Panama Canal Commission	X				X		
Peace Corps				X*	X		

*No FY 83 plan and no comparison data from 1982.

TABLE II-1 (Cont.): EVALUATION OF FY 1983 ACCOMPLISHMENTS AND FY 1984 PLANS BY AGENCY:
Status as of September 30, 1983

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	FY 1983 Accomplishments				FY 1984 Program Plans		
	Satisfactory	Unsatisfactory	Not Submitted	Other	Complete	Incomplete	Not Submitted
Pennsylvania Avenue Development Corp	X				X		
Pension Benefit Guaranty Corp	X				X		
Postal Rate Commission	X				X		
Railroad Retirement Board	X				X		
Securities & Exchange Commission		X			X		
Selective Service System		X			X		
Small Business Administration	X				X		
Smithsonian Institution		X			X		
Soldiers' & Airmen's Home		X			X		
State	X				X		
Tennessee Valley Authority	X				X		
Transportation	X				X		
Treasury	X				X		
United States Information Agency		X			X		
United States Postal Service	X				X		
Veterans Administration	X				X		
TOTALS	82	15	3	2	97	2	3

TABLE II-2: FY 1984 HIRING GOALS BY AGENCY: Status as of September 30, 1983

						FY 1984 Hiring Goals for Targeted Disabilities From October 1, 1983 To September 30, 1984		
	Total Work Force	Handicapped Work Force	%	Targeted Disabilities	%	Accessions Number	Accessions %	% Representation Planned
Action	524	26	4.96	7	1.33	1	6.66	1.58
Administrative Conference of the U. S.	20	0	0.00	0	0.00	NA	NA	NA
Advisory Commission on Intergvt Relations	33	0	0.00	0	0.00	NA	NA	NA
Advisory Committee on Federal Pay	2	0	0.00	0	0.00	NA	NA	NA
Agency for International Development	3,753	78	2.07	13	0.34	3	3.00	0.45
Agriculture	129,776	5,579	4.30	791	0.61	192	0.66	0.65
American Battle Monuments Commission	48	0	0.00	0	0.00	NA	NA	NA
Appalachian Regional Commission	4	0	0.00	0	0.00	NA	NA	NA
Arch & Trans Barriers Compliance Board	22	5	22.72	4	18.18	NA	NA	NA
Arms Control & Disarmament Agency	169	15	8.87	4	2.36	NA	NA	NA
Board for International Broadcasting	8	0	0.00	0	0.00	NA	NA	NA
Central Intelligence Agency		EXEMPT FROM DATA REPORTING REQUIREMENTS						
Civil Aeronautics Board	433	17	3.93	5	1.15	NA	NA	NA
Commerce	32,817	1,448	4.41	291	0.88	39	1.15	0.99
Commission on Civil Rights	240	10	4.16	5	2.08	NA	NA	NA
Committee for Purchase from Blind etc.	16	4	25.00	4	25.00	NA	NA	NA
Commodity Futures Trading Commission	465	19	4.08	2	0.43	NA	NA	NA
Consumer Product Safety Commission	634	7	1.10	4	0.63	3	4.00	0.90
DEFENSE	989,091	67,284	6.80	9,449	0.95	1,346		
Air Force	205,795	20,432	9.93	2,462	1.20	200	1.05	1.25
Army	332,833	23,203	6.97	3,334	1.00	493	1.30	1.05
Army/Air Force Exchange Service	50,715	416	0.82	114	0.22	35	0.11	0.31

TABLE II-2 (Cont.): FY 1984 HIRING GOALS BY AGENCY: Status as of September 30, 1983

Page 2

	Total Work Force	Handicapped Work Force	%	Targeted Disabilities	%	FY 1984 Hiring Goals for Targeted Disabilities From October 1, 1983 To September 30, 1984		
						Accessions Number	Accessions %	% Representation Planned
Defense Audiovisual Agency	218	11	2.86	1	0.45	NA	NA	NA
Defense Communications Agency	1,690	91	5.38	16	0.94	2	1.13	0.98
Defense Contract Audit Agency	3,803	157	4.12	17	0.44	2	0.26	0.45
Defense Intelligence Agency	2,632	142	5.39	9	0.34	5	1.11	0.42
Defense Investigative Service	3,239	147	4.53	24	0.74	6	1.08	0.84
Defense Logistics Agency	46,921	3,151	6.72	614	1.30	22	0.41	1.31
Defense Mapping Agency	8,813	726	8.24	106	1.20	22	2.45	1.37
Defense Nuclear Agency	632	21	3.32	4	0.63	1	1.02	1.09
National Guard Bureau	1,700	51	3.00	10	0.58	2	1.96	0.64
National Security Agency		EXEMPT FROM DATA REPORTING REQUIREMENTS						
Navy	314,890	18,432	5.85	2,693	0.85	544	1.69	0.95
OCHAMPUS	213	10	4.69	2	0.93	NA	NA	NA
Office of Dependents Schools	11,768	163	1.38	15	0.12	2	0.11	0.13
Office of Secretary	2,530	105	4.15	15	0.59	8	1.50	0.76
Uniformed Srvcs of the Health Sciences	699	26	3.71	13	1.85	2	1.00	1.86
Education	5,553	367	6.60	119	2.14	--	--	3.00
Energy	15,792	622	3.94	95	0.60	8	1.01	0.66
Environmental Protection Agency	11,500	400	3.48	83	0.73	10	1.00	0.74
Equal Employment Opportunity Commission	3,183	327	10.27	49	1.53	4	4.00	1.63
Executive Office of the President	REPORT NOT SUBMITTED							
Export/Import Bank	335	27	8.05	5	1.49	NA	NA	NA
Farm Credit Administration	308	7	2.27	0	0.00	NA	NA	NA

TABLE II-2 (Cont.): FY 1984 HIRING GOALS BY AGENCY: Status as of September 30, 1983

	Total Work Force	Handicapped Work Force	%	Targeted Disabilities	%	FY 1984 Hiring Goals for Targeted Disabilities From October 1, 1983 To September 30, 1984		
						Accessions		% Representation
						Number	%	Planned
Federal Communications Commission	1,918	96	5.00	18	0.94	1	1.20	0.95
Federal Deposit Insurance Corp	3,757	174	4.63	32	0.85	3	0.36	0.93
Federal Election Commission	213	5	2.34	0	0.00	NA	NA	NA
Federal Emergency Management Agency	4,565	204	4.46	35	0.76	3	1.00	0.79
Federal Home Loan Bank Board	1,560	92	5.89	9	0.57	1	0.51	0.67
Federal Labor Relations Authority	298	1	0.33	1	0.33	NA	NA	NA
Federal Maritime Commission	265	30	11.32	8	3.01	NA	NA	NA
Federal Mediation & Conciliation Service	REPORT NOT SUBMITTED							
Federal Mine Safety & Health Review Comm.	60	9	15.00	1	1.66	NA	NA	NA
Federal Reserve System	1,535	40	2.60	30	1.95	5	3.33	2.08
Federal Trade Commission	1,199	28	2.33	11	0.91	--	--	--
General Services Administration	25,758	939	3.64	363	1.40	4	1.00	1.43
Harry S. Truman Scholarship Fund	4	0	0.00			NA	NA	NA
Health & Human Services	152,383	7,419	4.86	1,738	1.14	83	1.22	1.20
Housing & Urban Development	13,045	806	6.17	126	0.97	3	1.18	0.99
Inter-American Foundation	REPORT NOT SUBMITTED							
Interior	79,398	3,631	4.57	632	0.79	100	1.00	0.91
International Trade Commission	429	22	5.12	4	0.93	NA	NA	NA
Interstate Commerce Commission	1,249	90	7.20	11	0.88	2	3.50	1.09
Japan-U.S. Friendship Commission	3	0	0.00	0	0.00	NA	NA	NA
Justice	59,698	1,251	2.09	226	0.37	--	--	--
Labor	18,166	1,211	6.66	178	0.97	5	1.10	0.98

TABLE II-2 (Cont.): FY 1984 HIRING GOALS BY AGENCY: Status as of September 30, 1983

						FY 1984 Hiring Goals for Targeted Disabilities From October 1, 1983 To September 30, 1984		
						Accessions		% Representation
	Total Work Force	Handicapped Work Force	%	Targeted Disabilities	%	Number	%	Planned
Marine Mammal Commission	8	0	0.00	0	0.00	NA	NA	NA
Merit Systems Protection Board	375	20	5.33	7	1.86	NA	NA	NA
Natl Aeronautics & Space Administration	23,782	1,365	5.73	176	0.74	17	1.20	0.80
Natl Capital Planning Commission	46	7	15.21	1	2.17	NA	NA	NA
Natl Commission on Library & Info Science	9	0	0.00	0	0.00	NA	NA	NA
Natl Credit Union Administration	604	26	4.30	0	0.00	1	0.87	0.15
Natl Endowment for the Arts	270	10	3.70	1	0.37	NA	NA	NA
Natl Endowment for the Humanities	258	14	5.42	4	1.55	NA	NA	NA
Natl Gallery of Art	714	23	3.22	17	2.38	1	0.40	2.43
Natl Labor Relations Board	2,784	149	5.35	31	1.11	4	0.95	1.12
Natl Mediation Board	55	5	9.09	1	1.81	NA	NA	NA
Natl Science Foundation	1,221	50	4.09	13	1.06	1	7.70	1.17
Natl Transportation Safety Board	323	12	3.71	2	0.61	NA	NA	NA
Navajo & Hopi Indian Relocation Commission	51	5	9.80	0	0.00	NA	NA	NA
Nuclear Regulatory Commission	3,707	186	5.01	18	0.48	2	0.61	0.53
Occupational Safety & Health Review	95	7	7.36	1	1.05	NA	NA	NA
Office of the Fed Insp AL Nat Gas Trans	24	0	0.00	0	0.00	NA	NA	NA
Office of Personnel Management	6,753	352	5.21	85	1.25	10	1.00	1.27
Overseas Private Investment Corp	139	4	2.87	0	0.00	NA	NA	NA
Panama Canal Commission	8,297	230	2.77	29	0.34	7	3.50	0.38
Peace Corps	747	13	1.74	9	1.20	1	0.26	1.44
Pennsylvania Ave Development Corp	34	0	0.00	0	0.00	NA	NA	NA

TABLE II-2 (Cont.): FY 1984 HIRING GOALS BY AGENCY: Status as of September 30, 1983

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						FY 1984 Hiring Goals for Targeted Disabilities From October 1, 1983 To September 30, 1984		
	Total	Handicapped		Targeted		Accessions		% Representation
	Work Force	Work Force	%	Disabilities	%	Number	%	Planned
Pension Benefit Guaranty Corp	437	36	8.32	10	2.28	NA	NA	NA
Postal Rate Commission	65	7	10.76	5	7.69	NA	NA	NA
Railroad Retirement Board	1,545	93	6.01	12	0.77	3	2.10	0.84
Securities & Exchange Commission	1,874	80	4.26	24	1.28	4	1.13	1.33
Selective Service System	251	18	7.17	1	0.39	NA	NA	NA
Small Business Administration	5,064	292	5.76	51	1.01	5	1.25	1.05
Smithsonian Institution	4,174	158	3.78	26	0.62	2	0.36	0.69
Soldiers' & Airmen's Home	772	31	4.01	1	0.12	3	2.00	0.48
State	13,347	376	2.82	50	0.37	6	1.00	0.41
Tennessee Valley Authority	37,497	1,287	3.43	164	0.43	14	4.53	0.52
Transportation	63,558	2,367	3.72	230	0.36	30	1.50	0.38
Treasury	135,545	7,133	5.26	1,799	1.32	500	2.00	1.40
United States Information Agency	4,517	141	3.12	28	0.61	3	0.49	0.69
United States Postal Service	654,675	14,185	2.16	3,917	0.59	428	0.99	0.62
Veterans Administration	238,739	21,709	9.09	3,602	1.50	855	1.50	1.52
TOTALS	2,772,585	142,681	5.15	24,668	0.89			

GOVERNMENTWIDE HIRING GOALS:			
Total Number of Accessions Planned	3,713		
Median Percent of Accessions Planned		1.11	
Median Percent Representation Planned			0.95

TABLE II-3: AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade		From 10/82 to 9/83					A B	S P
		10/82 Number/ Percent	9/83 Number/ Percent	10/82 %	9/83 %		10/82 WC/BC	9/83 WC/BC	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Action	583 524	26 4.45	26 4.96	6 1.02	7 1.33	1.00 1.10	10.5 -	9.3 -	82	145	1 1.21	2 1.37	NOT AVAIL	NONE	NONE
Administrative Conference of the United States	19 20	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	1	0	0 0.00	0 0.00	0	NONE	NONE
Advisory Commission on Intergvt Relations	31 33	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	7	9	0 0.00	0 0.00	NOT AVAIL	NONE	NONE
Advisory Committee on Federal Pay	2 2	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	0	0	0 0.00	0 0.00	0	NONE	NONE
Agency for International Development	3,714 3,753	82 2.20	78 2.07	13 0.35	13 0.34	2.00 0.42	8.9 -	8.9 -	273	273	0 0.00	0 0.00	27	X	X
Agriculture	133,901 129,776	5,492 4.10	5,579 4.30	765 0.57	791 0.61	0.53 0.64	6.4 4.7	6.4 4.3	40,962	38,794	209 0.51	172 0.44	95	X	X
American Battle Monuments Commission	48 48	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	1	1	0 0.00	0 0.00	0	NONE	NONE
Appalachian Regional Commission	4 4	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	0	0	0 0.00	0 0.00	0	NONE	NONE
Arch & Trans Barriers Compliance Board	23 22	6 26.08	5 22.72	6 26.08	4 18.18	NA	13.3 -	13.3 -	4	5	0 0.00	2 4.00	20	NONE	NONE

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees 10/82 Number/ Percent	Handicapped Employees 9/83 Number/ Percent	Targeted Disabilities (TD) 10/82 %	Targeted Disabilities (TD) 9/83 %	Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade 10/82 WC/BC	Targeted Disabilities Average Grade 9/83 WC/BC	From 10/82 to 9/83 Total Accns	From 10/82 to 9/83 Total Losses	From 10/82 to 9/83 TD Accns %	From 10/82 to 9/83 TD Losses %	From 10/82 to 9/83 TD Applic	A B	S P
Arms Control & Disarmament Agency	186 169	18 9.67	15 8.87	3 1.61	4 2.36	NA	10.3 -	12.8 -	9	16	0 0.00	0 0.00	NOT AVAIL	X	X
Board for International Broadcasting	8 8	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	0	0	0 0.00	0 0.00	0	NONE	NONE
Central Intelligence Agency				EXEMPT FROM DATA REPORTING REQUIREMENTS											
Civil Aeronautics Board	515 433	20 3.88	17 3.93	5 0.97	5 1.15	1.00 1.15	7.8 -	7.6 -	0	82	0 0.00	0 0.00	0	NONE	NONE
Commerce	32,100 32,817	1,442 4.49	1,448 4.41	286 0.89	291 0.88	1.00 1.00	7.5 4.9	7.0 3.8	6,640	5,959	42 0.63	44 0.73	NOT AVAIL	X	X
Commission on Civil Rights	260 240	9 3.46	10 4.16	4 1.53	5 2.08	NA	10.3 -	10.3 -	27	33	0 0.00	0 0.00	0	NONE	NONE
Committee for Purchase from Blind etc.	16 16	4 25.00	4 25.00	4 25.00	4 25.00	NA	13.0 -	13.0 -	0	0	0 0.00	0 0.00	0	NONE	NONE
Commodity Futures Trading Commission	476 465	22 4.62	19 4.08	2 0.42	2 0.43	NA	9.0 -	9.0 -	35	75	0 0.00	0 0.00	NOT AVAIL	NONE	NONE
Consumer Product Safety Commission	624 634	3 0.48	7 1.10	3 0.48	4 0.63	2.00 0.50	7.4 -	4.5 -	81	93	0 0.00	1 1.07	10	X	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees 10/82 Number/ Percent	Handicapped Employees 9/83 Number/ Percent	Targeted Disabilities (TD) 10/82 %	Targeted Disabilities (TD) 9/83 %	Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade 10/82 WC/BC	Targeted Disabilities Average Grade 9/83 WC/BC	From 10/82 to 9/83 Total Accns	From 10/82 to 9/83 Total Losses	From 10/82 to 9/83 TD Accns %	From 10/82 to 9/83 TD Losses %	From 10/82 to 9/83 TD Applic	AB	SP
DEFENSE	973,496 989,091	66,264 6.80	67,284 6.80	8,658 0.88	9,449 0.95	1.53 1.00	7.6 5.4	7.8 5.5	154,152	141,809	1,192 0.77	787 0.55	2,901		
Air Force	211,494 205,795	20,556 9.72	20,432 9.93	2,386 1.13	2,462 1.20	1.53 1.20	6.6 6.6	6.6 6.5	33,186	36,202	163 0.49	87 0.24	397	X	X
Army	321,000 332,833	22,413 6.98	23,203 6.97	2,971 0.92	3,334 1.00	1.50 0.94	6.4 6.2	6.3 6.0	48,818	36,985	493 1.00	306 0.82	NOT AVAIL	X	X
Army/Air Force Exchange Service	50,887 50,715	410 0.80	416 0.82	108 0.12	114 0.22	0.10 0.30	11.5 2.5	11.5 2.4	29,172	32,194	87 0.29	81 0.25	NOT AVAIL	NONE	NONE
Defense Audiovisual Agency	384 218	25 5.36	11 2.86	4 0.85	1 0.45	NA	6.0 -	9.0 -	124*	159	0 0.00	3 1.88	0	X	NONE
Defense Communications Agency	1,691 1,690	90 5.32	91 5.38	15 0.88	16 0.94	1.94 1.00	6.3 5.0	7.2 5.0	176	145	1 0.56	1 0.68	NOT AVAIL	NONE	NONE
Defense Contract Audit Agency	3,569 3,803	156 4.37	157 4.12	15 0.42	17 0.44	2.00 0.42	9.8 -	9.9 -	748	518	2 0.26	0 0.00	2	X	NONE
Defense Intelligence Agency	2,472 2,632	156 6.31	142 5.39	6 0.24	9 0.34	1.40 0.40	12.1 -	11.4 -	436	242	3 0.68	0 0.00	13	NONE	NONE
Defense Investigative Service	3,013 3,239	113 3.75	147 4.53	17 0.56	24 0.74	1.61 0.61	8.4 -	9.8 -	555	399	6 1.08	0 0.00	25	X	NONE

* Temporary Appointments

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade		From 10/82 to 9/83						
		10/82 Number/ Percent	9/83 Number/ Percent	10/82 %	9/83 %		10/82 WC/BC	9/83 WC/BC	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic	A B	S P
Defense Logistics Agency	47,695 46,921	3,186 6.67	3,151 6.72	599 1.25	614 1.30	0.43 1.26	5.7 5.5	5.1 5.4	5,324	6,098	66 1.23	51 0.83	96	X	NONE
Defense Mapping Agency	8,412 8,813	750 8.92	726 8.24	95 1.13	106 1.20	2.90 1.27	8.3 6.7	8.3 7.2	1,106	1,022	19 1.71	9 0.88	149	X	X
Defense Nuclear Agency	654 632	21 3.21	21 3.32	3 0.45	4 0.63	3.80 1.02	2.5 5.8	3.8 6.5	131	153	1 0.76	0 0.00	1	X	X
National Guard Bureau	-- 1,700	-- --	51 3.00	-- --	10 0.58	NO FY 83 PLAN REQUESTED	-- -	6.1 -	--	--	-- --	-- --	--	-	-
Natl Security Agency				EXEMPT FROM DATA REPORTING REQUIREMENTS										NONE	X
Navy	309,634 314,890	18,022 5.82	18,432 5.85	2,398 0.77	2,693 0.85	1.00 1.00	6.0 5.6	6.2 5.8	32,138	25,687	341 1.06	243 0.94	2,129	X	X
OCHAMPUS	218 213	8 3.66	10 4.69	2 0.91	2 0.93	NA	10.5 -	10.5 -	42	47	0 0.00	0 0.00	6	NONE	NONE
Office of Dependents Schools	9,393 11,768	232 2.46	163 1.38	16 0.17	15 0.12	0.13 0.18	7.9 -	8.3 -	1,450	1,350	NOT AVAIL	NOT AVAIL	0	X	X
Office of Secretary	2,317 2,530	100 4.31	105 4.15	11 0.47	15 0.59	10.00 0.70	9.5 -	8.3 -	539	437	3 0.55	0 0.00	54	X	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees 10/82 Number/ Percent	Handicapped Employees 9/83 Number/ Percent	Targeted Disabilities (TD) 10/82 %	Targeted Disabilities (TD) 9/83 %	Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade 10/82 WC/BC	Targeted Disabilities Average Grade 9/83 WC/BC	From 10/82 to 9/83 Total Accns	From 10/82 to 9/83 Total Losses	From 10/82 to 9/83 TD Accns %	From 10/82 to 9/83 TD Losses %	From 10/82 to 9/83 TD Applic	A B	S P
Uniformed Svcs Univ Health Sciences	663 699	26 3.92	26 3.71	12 1.80	13 1.85	1.00 1.80	4.2 4.3	4.9 4.3	207	171	7 3.38	6 3.50	29	X	NONE
Education	6,128 5,553	434 7.08	367 6.60	145 2.36	119 2.14	4.00 2.65	9.1 7.5	8.9 -	NOT AVAIL	NOT AVAIL	NOT AVAIL	NOT AVAIL	NOT AVAIL	X	X
Energy	16,598 15,792	631 3.80	622 3.94	102 0.61	95 0.60	0.91 0.61	9.2 7.7	9.1 7.6	1,120	1,926	2 0.17	9 0.46	NOT AVAIL	X	X
Environmental Protection Agency	11,750 11,500	401 3.41	400 3.48	85 0.72	83 0.73	1.00 0.73	5.5 4.0	6.7 3.5	1,690	1,837	9 0.53	6 0.32	NOT AVAIL	X	NONE
Equal Employment Opportunity Commission	3,139 3,183	130 4.14	327 10.27	27 0.86	49 1.53	3.00 1.00	9.1 -	8.9 -	324	331	4 1.23	4 1.20	56	X	X
Executive Office of the President	REPORT NOT SUBMITTED					1.00 0.14									
Export/Import Bank	341 335	31 9.09	27 8.05	5 1.46	5 1.49	NA	7.2 -	7.4 -	34	41	0 0.00	0 0.00	3	NONE	NONE
Farm Credit Administration	299 308	7 2.34	7 2.27	0 0.00	0 0.00	NA	- -	- -	116	112	0 0.00	0 0.00	0	NONE	NONE
Federal Communications Commission	1,925 1,918	103 5.35	96 5.00	18 0.93	18 0.94	1.10 0.94	10.9 3.0	10.1 3.0	205	212	1 0.48	1 0.47	16	X	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force	Handicapped Employees		Targeted Disabilities (TD)		Goals:	Targeted Disabilities Average Grade		From 10/82 to 9/83					A B	S P
	10/82 9/83	10/82 Number/ Percent	9/83 Number/ Percent	10/82 %	9/83 %	Accn Rate/ % Rep	10/82 WC/BC	9/83 WC/BC	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Federal Deposit Insurance Corporation	3,481 3,757	174 4.99	174 0.63	32 0.92	32 0.85	3.50 1.09	7.0 3.0	7.0 3.0	830	691	0 0.00	0 0.00	NOT AVAIL	NONE	NONE
Federal Election Commission	222 213	5 2.25	5 2.34	1 0.45	0 0.00	NA	11.0 -	- -	17	26	0 0.00	1 3.84	NOT AVAIL	NONE	NONE
Federal Emergency Management Agency	4,665 4,565	209 4.48	204 4.46	34 0.72	35 0.76	1.53 0.80	10.8 6.5	11.4 8.0	100	200	10 10.00	4 2.00	2	X	X
Federal Home Loan Bank Board	1,584 1,560	98 6.18	92 5.89	9 0.56	9 0.57	0.64 0.64	10.4 11.0	9.9 9.0	222	263	1 0.45	1 0.38	8	X	X
Federal Labor Relations Authority	287 298	0 0.00	1 0.33	0 0.00	1 0.33	NA	- -	9.0 -	51	40	1 1.96	0 0.00	NOT AVAIL	NONE	X
Federal Maritime Commission	275 265	45 16.36	30 11.32	7 2.54	8 3.01	NA	6.7 -	8.6 -	19	27	1 5.26	0 0.00	12	X	X
Federal Mediation & Conciliation Service	REPORT NOT SUBMITTED					NA									
Federal Mine Safety & Health Review Commission	52 60	8 15.38	9 15.00	1 1.92	1 1.66	NA	16.0 -	16.0 -	15	8	0 0.00	0 0.00	0	NONE	NONE
Federal Reserve Board	1,504 1,535	38 2.52	40 2.60	28 1.86	30 1.95	2.00 2.00	11.9 8.0	11.5 8.0	182	151	5 2.74	3 1.98	49	X	X

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TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force	Handicapped Employees		Targeted Disabilities (TD)		Goals:	Targeted Disabilities Average Grade		From 10/82 to 9/83						
	10/82 9/83	10/82 Number/ Percent	9/83 Number/ Percent	10/82 %	9/83 %	Accn Rate/ % Rep	10/82 WC/BC	9/83 WC/BC	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic	A B	S P
Federal Trade Commission	1,529 1,199	30 1.96	28 2.33	12 0.78	11 0.91	1.00 0.90	8.6 -	8.7 -	144	375	0 0.00	1 0.26	27	NONE	NONE
General Services Administration	26,906 25,758	1,041 3.86	939 3.64	340 1.26	363 1.40	4.00 1.40	5.8 3.1	5.7 3.1	NOT AVAIL	102	NOT AVAIL	5 4.90	NOT AVAIL	NONE	NONE
Harry S. Truman Scholarship Fund	4 4	0 0.00	0 0.00	0 0.00	0 0.00	NA	NA	NA	0	0	0 0.00	0 0.00	0	NONE	NONE
Health and Human Services	152,684 152,383	6,055 3.96	7,419 4.86	1,367 0.89	1,738 1.14	2.00 1.00	6.2 4.0	6.3 3.9	21,283	21,902	198 0.93	176 0.80	NOT AVAIL	X	X
Housing & Urban Development	14,379 13,045	905 6.29	806 6.17	134 0.93	126 0.97	1.00 0.94	7.9 7.9	6.7 4.0	1,165	2,262	8 0.68	18 0.79	120	X	X
Inter-American Foundation	REPORT NOT SUBMITTED					NA									
Interior	78,785 79,398	3,435 4.35	3,631 4.57	596 0.75	632 0.79	0.79 0.88	6.2 4.3	6.5 4.0	10,193	10,211	74 0.72	97 0.94	233	X	X
International Trade Commission	432 429	23 5.32	22 5.12	4 0.92	4 0.93	NA	5.0 1.0	5.0 2.0	92	101	0 0.00	0 0.00	10	X	X
Interstate Commerce Commission	1,378 1,249	106 7.69	90 7.20	15 1.08	11 0.88	4.00 1.16	8.7 -	9.0 -	57*	186	0 0.00	4 2.15	NOT AVAIL	X	X

* 36 Accessions were re-employment eligibles

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees 10/82 Number/ Percent	Handicapped Employees 9/83 Number/ Percent	Targeted Disabilities (TD) 10/82 %	Targeted Disabilities (TD) 9/83 %	Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade 10/82 WC/BC	Targeted Disabilities Average Grade 9/83 WC/BC	From 10/82 to 9/83 Total Accns	From 10/82 to 9/83 Total Losses	From 10/82 to 9/83 TD Accns %	From 10/82 to 9/83 TD Losses %	From 10/82 to 9/83 TD Applic	A B	S P
Japan-U.S. Friendship Commission	3 3	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	0	0	0 0.00	0 0.00	0	NONE	NONE
Justice	57,882 59,698	1,195 2.06	1,251 2.09	214 0.36	226 0.37	No Goals	8.6 6.7	6.0 4.0	10,769	8,591	NOT AVAIL	NOT AVAIL	NOT AVAIL	X	X
Labor	17,884 18,166	1,234 6.90	1,211 6.66	166 0.92	178 0.97	0.92 0.93	9.1 -	8.5 -	3,435	2,546	12 0.34	1 0.03	35	X	X
Marine Mammal Commission	8 8	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	1	1	0 0.00	0 0.00	0	NONE	NONE
Merit Systems Protection Board	395 375	16 4.05	20 5.33	5 1.26	7 1.86	NA	8.0 -	8.1 -	60	80	2 3.33	0 0.00	13	NONE	NONE
Natl Aeronautics & Space Administration	23,575 23,782	1,278 5.42	1,365 5.73	161 0.68	176 0.74	1.30 0.72	9.1 9.0	9.2 10.0	2,844	2,639	26 0.91	27 1.02	NOT AVAIL	X	X
Natl Capital Planning Commission	46 46	7 15.21	7 15.21	1 2.17	1 2.17	NA	4.0 -	5.0 -	2	4	0 0.00	0 0.00	0	NONE	NONE
Natl Commission on Library & Info Science	9 9	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	0	0	0 0.00	0 0.00	0	NONE	NONE
Natl Credit Union Administration	612 604	23 3.75	26 4.30	0 0.00	0 0.00	4.10 0.40	- -	- -	114	122	0 0.00	0 0.00	42	NONE	NONE

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade		From 10/82 to 9/83					A B	S P
		10/82 Number/ Percent	9/83 Number/ Percent	10/82 %	9/83 %		10/82 WC/BC	9/83 WC/BC	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Natl Endowment for the Arts	276 270	13 4.71	10 3.70	2 0.72	1 0.37	NA	3.5 -	3.0 -	50	56	0 0.00	1 1.78	9	X	NONE
Natl Endowment for the Humanities	263 258	12 4.56	14 5.42	4 1.52	4 1.55	NA	4.5 -	4.8 -	46	55	0 0.00	0 0.00	NOT AVAIL	X	NONE
Natl Gallery of Art	699 714	29 4.14	23 3.22	16 2.28	17 2.38	0.70 2.31	3.5 2.0	4.0 2.0	393	254	5 1.27	4 1.57	36	X	NONE
Natl Labor Relations Board	2,595 2,784	151 5.81	149 5.35	26 1.04	31 1.11	1.00 1.10	9.9 2.0	9.9 2.0	541	445	5 0.92	1 0.22	17	X	NONE
Natl Mediation Board	56 55	6 10.71	5 9.09	1 1.78	1 1.81	NA	7.0 -	7.0 -	1	2	0 0.00	0 0.00	NOT AVAIL	NONE	NONE
Natl Science Foundation	1,277 1,221	55 4.30	50 4.09	11 0.86	13 1.06	1.00 1.00	7.4 -	7.7 -	173	117	3 1.73	1 0.85	NOT AVAIL	X	X
Natl Transportation Safety Board	291 323	12 4.12	12 3.71	2 0.68	2 0.61	NA	9.0 -	9.0 -	44	24	0 0.00	0 0.00	0	X	NONE
Navajo & Hopi Indian Relocation Commission	51 51	7 13.72	5 9.80	1 1.96	0 0.00	NA	4.0 -	- -	8	8	0 0.00	1 12.50	0	X	X
Nuclear Regulatory Commission	3,808 3,707	175 4.59	186 5.01	15 0.39	18 0.48	1.33 0.48	11.4 -	11.5 -	338	439	3 0.88	0 0.00	13	X	X

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees 10/82 Number/ Percent	Handicapped Employees 9/83 Number/ Percent	Targeted Disabilities (TD) 10/82 %	Targeted Disabilities (TD) 9/83 %	Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade 10/82 WC/BC	Targeted Disabilities Average Grade 9/83 WC/BC	From 10/82 to 9/83 Total Accns	From 10/82 to 9/83 Total Losses	From 10/82 to 9/83 TD Accns %	From 10/82 to 9/83 TD Losses %	From 10/82 to 9/83 TD Applic	AB	SP
Occupational Safety & Health Review	114 95	8 7.01	7 7.36	2 1.75	1 1.05	NA	6.5 -	7.0 -	0	21	0 0.00	1 4.76	NOT AVAIL	NONE	NONE
Office of Fed Inspector Alaska Natural Gas Trans Sys.	89 24	1 1.12	0 0.00	1 1.12	0 0.00	NA	1.0 -	- -	0	65	0 0.00	1 1.53	0	NONE	NONE
Office of Personnel Management	7,015 6,753	351 5.00	352 5.21	85 1.21	85 1.25	1.40 1.28	5.2 4.0	4.9 5.0	1,320	1,582	25 1.89	25 1.58	NOT AVAIL	X	NONE
Overseas Private Investment Corp	134 139	4 2.98	4 2.87	0 0.00	0 0.00	NA	- -	- -	20	15	1 5.00	1 6.66	12	X	NONE
Panama Canal Commission	8,329 8,297	225 2.70	230 2.77	22 0.26	29 0.34	1.42 0.29	4.7 4.4	5.2 3.7	2,202	2,391	18 0.81	11 1.46	39	X	X
Peace Corps	- 747	- -	13 1.74	- -	9 1.20	NO FY 83 PLAN	- -	7.3 -	-	-	- -	- -	-	X	X
Pennsylvania Avenue Development Corp	37 34	0 0.00	0 0.00	0 0.00	0 0.00	NA	- -	- -	2	7	0 0.00	0 0.00	0	X	NONE
Pension Benefit Guaranty Corp	446 437	32 7.17	36 8.23	9 2.01	10 2.28	NA	5.0 -	8.3 -	160	135	8 5.00	7 5.18	12	NONE	NONE
Postal Rate Commission	66 65	8 12.12	7 10.76	6 9.09	5 7.69	NA	9.8 -	10.8 -	0	1	0 0.00	0 0.00	9	NONE	NONE

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees		Targeted Disabilities (TD)		Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade		From 10/82 to 9/83					A B	S P
		10/82 Number/ Percent	9/83 Number/ Percent	10/82 %	9/83 %		10/82 WC/BC	9/83 WC/BC	Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic		
Railroad Retirement Board	1,535 1,545	92 5.99	93 6.01	11 0.71	12 0.77	2.00 0.71	6.6 -	6.6 -	156	146	3 1.92	2 1.36	7	X	NONE
Securities & Exchange Commission	1,894 1,874	89 4.69	80 4.26	26 1.37	24 1.28	0.74 1.42	10.5 7.3	10.6 6.3	245	323	2 0.81	4 1.23	28	X	NONE
Selective Service System	188 251	16 8.51	18 7.17	1 0.53	1 0.39	NA	14.0 -	14.0 -	66	34	0 0.00	0 0.00	5	NONE	NONE
Small Business Administration	4,885 5,064	304 6.22	292 5.76	44 0.90	51 1.01	0.90 0.92	8.6 -	8.4 -	476	292	12 2.52	5 1.71	NOT AVAIL	X	X
Smithsonian Institution	3,678 4,174	153 4.14	158 3.78	26 0.70	26 0.62	2.20 0.76	7.4 8.9	6.9 8.4	1,103	692	2 0.18	2 0.28	23	X	NONE
Soldiers' & Airmen's Home	741 772	24 3.23	31 4.01	2 0.26	1 0.12	2.22 0.50	6.5 2.0	- 2.0	122	91	0 0.00	1 1.09	9	X	X
State	13,988 13,347	411 2.94	376 2.82	49 0.35	50 0.37	2.00 0.36	8.6 -	8.2 -	NOT AVAIL	NOT AVAIL	6 -	5 -	26	X	NONE
Tennessee Valley Authority	40,329 37,497	1,270 3.14	1,287 3.43	163 0.40	164 0.43	5.92 0.46	NOT AVAIL	NOT AVAIL	22,374	25,014	86 0.38	86 0.34	89	X	X
Transportation	52,575 63,558	2,486 3.97	2,367 3.72	262 0.42	230 0.36	0.90 0.42	8.6 6.8	8.1 7.0	8,557	8,047	40 0.46	72 0.89	NOT AVAIL	NONE	NONE

TABLE II-3 (Cont.): AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
October 1, 1982, to September 30, 1983

Agency	Total Work Force 10/82 9/83	Handicapped Employees 10/82 Number/ Percent	9/83 Number/ Percent	Targeted Disabilities (TD) 10/82 %	9/83 %	Goals: Accn Rate/ % Rep	Targeted Disabilities Average Grade 10/82 WC/BC	9/83 WC/BC	From 10/82 to 9/83 Total Accns	Total Losses	TD Accns %	TD Losses %	TD Applic	A B	S P
Treasury	133,013 135,545	6,226 4.68	7,133 5.26	1,638 1.23	1,799 1.32	2.00 1.30	5.8 4.6	5.3 4.6	28,861	26,329	688 2.38	527 2.00	950	X	X
United States Information Agency	4,378 4,517	142 3.24	141 3.12	29 0.66	28 0.61	0.57 0.67	6.5 5.7	6.9 4.8	623	505	3 0.48	4 0.64	75	X	X
United States Postal Service	653,459 654,675	10,657 1.63	14,185 2.16	3,281 0.50	3,917 0.59	1.00 0.53	NOT AVAIL	NOT AVAIL	42,590	41,034	672 1.57	218 0.53	4,514	X	X
Veterans Administration	235,982 238,739	22,463 9.51	21,709 9.09	3,522 1.49	3,602 1.50	1.40 1.52	6.4 3.5	6.4 3.4	54,935	52,966	675 1.22	666 1.25	NOT AVAIL	X	NONE
TOTALS	2,746,958 2,772,585	136,472 4.97	142,681 5.15	22,548 0.82	24,668 0.89		7.8	8.0	422,764	403,441	4,055 0.96	3,012 0.75	9,551		

Key:

TD	- Targeted Disabilities	SP	- Selection Procedures
Accn(s)	- Accession(s)	-- or Not Avail	- Not Available
% Rep	- Percent Representation	X	- Agency is Reporting Corrective Actions
Applic	- Applications	NONE	- Agency Reports No Barriers
AB	- Architectural Barriers	NA	- Not Applicable
WC/BC	- White Collar/Blue Collar		

TABLE II-4: SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

	All Employees	Handi-capped Employees	Percent Handi-capped	Personnel Offices With Appointing Authority	Coordinators in Component/Field Activities	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Action	524	26	4.96	1	1	0.25	1-5
Administrative Conference of the U. S.	20	0	0.00	1	NA	<0.01	NA
Advisory Commission on Intergvt Relations	33	0	0.00	1	NA	<0.01	NA
Advisory Committee on Federal Pay	2	0	0.00	1	NA	<0.01	NA
Agency for International Development	3,753	78	2.07	1	NA	0.56	NA
Agriculture	129,776	5,579	4.30	277	364	3.02	1-25
American Battle Monuments Commission	48	0	0.00	1	NA	<0.01	NA
Appalachian Regional Commission	4	0	0.00	1	NA	<0.01	NA
Arch & Trans Barriers Compliance Board	22	5	22.72	1	NA	<0.01	NA
Arms Control & Disarmament Agency	169	15	8.87	1	NA	0.02	NA
Board for International Broadcasting	8	0	0.00	1	NA	0.02	NA
Central Intelligence Agency			EXEMPT FROM DATA REPORTING REQUIREMENTS				
Civil Aeronautics Board	433	17	3.93	1	NA	0.10	NA
Commerce	32,817	1,448	4.41	7	41	2.90	1-75
Commission on Civil Rights	240	10	4.16	1	NA	0.15	NA
Committee for Purchase from Blind etc.	16	4	25.00	1	NA	<0.01	NA
Commodity Futures Trading Commission	465	19	4.08	1	NA	0.20	NA
Consumer Product Safety Commission	634	7	1.10	1	5	0.25	6-10
DEFENSE	989,091	67,284	6.80	603	1,003	21.44	1-100
Air Force	205,795	20,432	9.93	94	108	4.00	1-100
Army	332,833	23,203	6.97	167	198	7.15	1-100
Army/Air Force Exchange Service	50,715	416	0.82	53	10	0.40	11-25

TABLE II-4 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

Page 2	All Employees	Handicapped Employees	Percent Handicapped	Personnel Offices With Appointing Authority	Coordinators in Component/Field Activities	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Defense Audiovisual Agency	218	11	2.86	3	NA	0.10	NA
Defense Communications Agency	1,690	91	5.38	1	1	0.33	6-10
Defense Contract Audit Agency	3,803	157	4.12	7	7	0.50	1-10
Defense Intelligence Agency	2,632	142	5.39	1	NA	0.10	NA
Defense Investigative Service	3,239	147	4.53	4	6	0.40	1-5
Defense Logistics Agency	46,921	3,151	6.72	20	20	0.20	6-75
Defense Mapping Agency	8,813	726	8.24	10	34	0.20	1-100
Defense Nuclear Agency	632	21	3.32	3	1	0.10	6-10
National Guard Bureau	1,700	51	3.00	53	53	0.10	1-5
National Security Agency	--	--	--	1	3	1.60	1-10
Navy	314,890	18,432	5.85	127	444	4.75	1-100
OCHAMPUS	213	10	4.69	1	NA	0.06	NA
Office of Dependents Schools	11,768	163	1.38	57	120	0.70	1-10
Office of Secretary	2,530	105	4.15	1	NA	2.00	NA
Uniformed Svcs Univ of the Health Sci	699	26	3.71	1	1	0.35	26-75
Education	5,553	367	6.60	11	1	0.10	11-25
Energy	15,792	622	3.94	19	19	0.10	6-10
Environmental Protection Agency	11,500	400	3.48	15	15	0.10	6-10
Equal Employment Opportunity Commission	3,183	327	10.27	23	23	1.00	11-25
Executive Office of the President	REPORT NOT SUBMITTED						
Export/Import Bank	335	27	8.05	1	NA	0.05	NA
Farm Credit Administration	308	7	2.27	1	NA	0.06	NA

TABLE II-4 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

Page 3	All Employees	Handicapped Employees	Percent Handicapped	Personnel Offices With Appointing Authority	Coordinators in Component/Field Activities	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Federal Communications Commission	1,918	96	5.00	1	NA	0.20	NA
Federal Deposit Insurance Corp	3,757	174	4.63	14	13	0.25	6-10
Federal Election Commission	213	5	2.34	1	NA	0.05	NA
Federal Emergency Management Agency	4,565	204	4.46	1	2	0.60	1-75
Federal Home Loan Bank Board	1,560	92	5.89	1	NA	0.10	NA
Federal Labor Relations Authority	298	1	0.33	1	NA	0.03	NA
Federal Maritime Commission	265	30	11.32	1	NA	0.04	NA
Federal Mediation & Conciliation Service	REPORT NOT SUBMITTED						
Federal Mine Safety & Health Review	60	9	15.00	1	NA	0.02	NA
Federal Reserve System	1,535	40	2.60	1	NA	0.40	NA
Federal Trade Commission	1,199	28	2.33	1	10	0.10	1-5
General Services Administration	25,758	939	3.64	11	11	0.40	11-25
Harry S. Truman Scholarship Fund	4	0	0.00	1	NA	<0.01	NA
Health & Human Services	152,383	7,419	4.86	23	52	17.70	1-75
Housing & Urban Development	13,045	806	6.17	11	50	0.50	11-75
Inter-American Foundation	REPORT NOT SUBMITTED						
Interior	79,398	3,631	4.57	79	112	1.55	1-25
International Trade Commission	429	22	5.12	1	NA	0.10	NA
Interstate Commerce Commission	1,249	90	7.20	1	NA	0.20	NA
Japan-U.S. Friendship Commission	3	0	0.00	1	NA	<0.01	NA
Justice	59,698	1,251	2.09	67	264	4.40	1-25
Labor	18,166	1,211	6.66	10	10	0.75	6-10

TABLE II-4 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

Page 4	All Employees	Handi- capped Employees	Percent Handi- capped	Personnel Offices With Appointing Authority	Coordinators in Component/ Field Activities	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Marine Mammal Commission	8	0	0.00	1	NA	<0.01	NA
Merit Systems Protection Board	375	20	5.33	1	NA	0.14	NA
Natl Aeronautics & Space Administration	23,782	1,365	5.73	9	15	1.00	1-100
Natl Capital Planning Commission	46	7	15.21	1	NA	0.10	NA
Natl Commission on Library & Info Science	9	0	0.00	1	NA	<0.01	NA
Natl Credit Union Administration	604	26	4.30	8	8	0.06	1-5
Natl Endowment for the Arts	270	10	3.70	1	NA	0.17	NA
Natl Endowment for the Humanities	258	14	5.42	1	NA	<0.01	NA
Natl Gallery of Art	714	23	3.22	1	NA	0.25	NA
Natl Labor Relations Board	2,784	149	5.35	34	33	0.50	1-5
Natl Mediation Board	55	5	9.09	1	NA	<0.01	NA
Natl Science Foundation	1,221	50	4.09	1	NA	0.25	NA
Natl Transportation Safety Board	323	12	3.71	1	NA	0.04	NA
Navjo & Hopi Indian Relocation Comm	51	5	9.80	1	NA	<0.01	NA
Nuclear Regulatory Commission	3,707	186	5.01	5	4	1.52	11-25
Occupational Safety & Health Review	95	7	7.36	1	NA	<0.01	NA
Office of the Fed Insp AL Nat Gas Trans	24	0	0.00	1	NA	<0.01	NA
Office of Personnel Management	6,753	352	5.21	11	10	1.50	1-5
Overseas Private Investment Corp	139	4	2.87	1	NA	0.05	NA
Panama Canal Commission	8,297	230	2.77	1	50	1.00	1-10
Peace Corps	747	13	1.74	1	NA	0.10	NA
Pennsylvania Ave Development Corp	34	0	0.00	1	NA	0.04	NA

TABLE II-4 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF ALL EMPLOYEES, NUMBER OF HANDICAPPED EMPLOYEES, AND STAFFING COMMITMENTS

Page 5	All Employees	Handicapped Employees	Percent Handicapped	Personnel Offices With Appointing Authority	Coordinators in Component/Field Activities	Staff Years Spent by Headquarters Coordinators	Range of Percent of Time Spent by Component Coordinators
Pension Benefit Guaranty Corp	437	36	8.32	1	NA	0.10	NA
Postal Rate Commission	65	7	10.76	1	NA	0.50	NA
Railroad Retirement Board	1,545	93	6.01	1	10	0.20	1-5
Securities & Exchange Commission	1,874	80	4.26	1	8	0.45	1-10
Selective Service System	251	18	7.17	1	NA	0.02	NA
Small Business Administration	5,064	292	5.76	15	15	0.12	1-5
Smithsonian Institution	4,174	158	3.78	1	30	0.33	1-5
Soldiers' & Airmen's Home	772	31	4.01	1	NA	0.50	NA
State	13,347	376	2.82	1	NA	1.00	NA
Tennessee Valley Authority	37,497	1,287	3.43	32	30	2.50	1-10
Transportation	63,558	2,367	3.72	50	43	2.55	1-10
Treasury	135,545	7,133	5.26	121	183	7.55	1-100
United States Information Agency	4,517	141	3.12	2	NA	0.50	NA
United States Postal Service	654,675	14,185	2.16	31,000	270	2.00	1-10
Veterans Administration	238,739	21,709	9.09	320	529	2.00	1-100
TOTALS	2,772,585	142,681	5.15	32,832	2,133	84.91	1-100

TABLE II-5: SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES

	Deaf	Blind	Missing Extrem- ities	Partial Paraly- sis	Comp. Paraly- sis	Convul- sive Disord.	Mental Retar- dation	Mental Illness	Dist of Limbs/ Spine	Total Target	% Target
Action	0	2	1	1	1	0	0	2	0	7	1.33
Administrative Conference of the U. S.	0	0	0	0	0	0	0	0	0	0	0.00
Advisory Commission on Intergvt Relation	0	0	0	0	0	0	0	0	0	0	0.00
Advisory Committee on Federal Pay	0	0	0	0	0	0	0	0	0	0	0.00
Agency for International Development	3	2	1	1	2	2	0	2	0	13	0.34
Agriculture	82	66	109	145	79	97	60	120	33	791	0.61
American Battle Monuments Commission	0	0	0	0	0	0	0	0	0	0	0.00
Appalachian Regional Commission	0	0	0	0	0	0	0	0	0	0	0.00
Arch & Trans Barriers Compliance Board	1	0	0	2	1	0	0	0	0	4	18.18
Arms Control & Disarmament Agency	0	0	1	1	1	1	0	0	0	4	2.36
Board for International Broadcasting	0	0	0	0	0	0	0	0	0	0	0.00
Central Intelligence Agency				EXEMPT FROM DATA REPORTING REQUIREMENTS							
Civil Aeronautics Board	1	1	1	0	0	0	0	1	1	5	1.15
Commerce	43	27	12	44	20	38	63	39	5	291	0.88
Commission on Civil Rights	2	0	0	0	1	0	0	1	1	5	2.08
Committee for Purchase from Blind etc.	0	1	1	1	0	1	0	0	0	4	25.00
Commodity Futures Trading Commission	0	0	1	0	0	0	0	1	0	2	0.43
Consumer Product Safety Commission	1	0	1	0	0	1	0	1	0	4	0.63
DEFENSE	1,248	995	881	1,527	697	1,172	1,053	1,537	339	9,449	0.95
Air Force	280	244	204	395	203	288	308	454	86	2,462	1.20
Army	430	359	345	582	266	425	309	511	107	3,334	1.00
Army/Air Force Exchange Service	13	0	5	10	5	24	38	16	3	114	0.22

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TABLE II-5 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES

	Deaf	Blind	Missing Extremities	Partial Paralysis	Comp. Paralysis	Convulsive Disord.	Mental Retardation	Mental Illness	Dist of Limbs/ Spine	Total Target	% Target
Defense Audiovisual Agency	0	1	0	0	0	0	0	0	0	1	0.45
Defense Communications Agency	3	0	2	3	0	1	2	5	0	16	0.94
Defense Contract Audit Agency	2	0	0	5	2	2	0	5	1	17	0.44
Defense Intelligence Agency	1	2	1	2	0	2	0	1	0	9	0.34
Defense Investigative Service	5	2	3	4	4	1	1	1	3	24	0.74
Defense Logistics Agency	107	41	45	88	30	88	59	106	50	614	1.30
Defense Mapping Agency	35	7	10	17	4	14	2	14	3	106	1.20
Defense Nuclear Agency	0	1	0	3	0	0	0	0	0	4	0.63
National Guard Bureau	0	0	0	2	0	2	0	3	3	10	0.58
National Security Agency				EXEMPT FROM DATA REPORTING REQUIREMENTS							
Navy	361	336	263	408	180	320	327	418	80	2,693	0.85
OCHAMPUS	0	0	0	0	0	1	0	0	1	2	0.93
Office of Dependents Schools	0	0	2	7	1	2	0	2	1	15	0.12
Office of Secretary	1	1	1	1	2	1	6	1	1	15	0.59
Uniformed Svcs Univ of the Health Sci	10	1	0	0	0	1	1	0	0	13	1.85
Education	11	34	6	25	17	5	10	8	3	119	2.14
Energy	11	9	11	17	6	19	0	17	5	95	0.60
Environmental Protection Agency	11	7	5	15	3	11	23	7	1	83	0.73
Equal Employment Opportunity Commission	3	5	2	10	6	9	1	10	3	49	1.53
Executive Office of the President	REPORT NOT SUBMITTED										
Export/Import Bank	1	1	0	1	0	1	0	1	0	5	1.49
Farm Credit Administration	0	0	0	0	0	0	0	0	0	0	0.00

TABLE II-5 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES

	Deaf	Blind	Missing Extremities	Partial Paralysis	Comp. Paralysis	Convulsive Disord.	Mental Retardation	Mental Illness	Dist of Limbs/ Spine	Total Target	% Target
Federal Communications Commission	0	3	2	4	2	3	1	3	0	18	0.94
Federal Deposit Insurance Corp	15	1	4	3	2	3	0	3	1	32	0.85
Federal Election Commission	0	0	0	0	0	0	0	0	0	0	0.00
Federal Emergency Management Agency	3	15	3	4	2	6	0	1	1	35	0.76
Federal Home Loan Bank Board	2	1	1	1	0	1	1	2	0	9	0.57
Federal Labor Relations Authority	0	0	0	0	0	0	0	0	0	1	0.33
Federal Maritime Commission	1	1	2	1	0	1	1	1	0	8	3.01
Federal Mediation & Conciliation Service	REPORT NOT SUBMITTED										
Federal Mine Safety & Health Review	0	0	1	0	0	0	0	0	0	1	1.66
Federal Reserve System	9	11	0	7	0	2	0	1	0	30	1.95
Federal Trade Commission	0	1	1	0	2	2	3	1	1	11	0.91
General Services Administration	20	32	22	30	24	20	181	27	7	363	1.40
Harry S. Truman Scholarship Fund	0	0	0	0	0	0	0	0	0	0	0.00
Health & Human Services	219	321	92	224	123	165	229	332	33	1,738	1.14
Housing & Urban Development	13	13	13	33	14	13	8	15	4	126	0.97
Inter-American Foundation	REPORT NOT SUBMITTED										
Interior	112	67	69	114	58	74	58	65	15	632	0.79
International Trade Commission	0	1	0	0	0	0	2	1	0	4	0.93
Interstate Commerce Commission	3	2	0	2	0	1	2	1	0	11	0.88
Japan-U.S. Friendship Commission	0	0	0	0	0	0	0	0	0	0	0.00
Justice	31	31	21	30	18	43	23	24	5	226	0.37
Labor	17	15	17	43	21	20	9	32	4	178	0.97

TABLE II-5 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES

	Deaf	Blind	Missing Extremities	Partial Paralysis	Comp. Paralysis	Convulsive Disord.	Mental Retardation	Mental Illness	Dist of Limbs/ Spine	Total Target	% Target
Marine Mammal Commission	0	0	0	0	0	0	0	0	0	0	0.00
Merit Systems Protection Board	0	2	0	2	0	0	2	0	1	7	1.80
Natl Aeronautics & Space Administration	15	22	19	35	24	15	11	23	12	176	0.74
Natl Capital Planning Commission	0	0	0	0	0	0	0	1	0	1	2.17
Natl Commission on Lib & Info Science	0	0	0	0	0	0	0	0	0	0	0.00
Natl Credit Union Administration	0	0	0	0	0	0	0	0	0	0	0.00
Natl Endowment for the Arts	1	0	0	0	0	0	0	0	0	1	0.37
Natl Endowment for the Humanities	3	1	0	0	0	0	0	0	0	4	1.55
Natl Gallery of Art	0	2	3	0	0	1	7	3	1	17	2.38
Natl Labor Relations Board	1	4	6	5	3	2	1	9	0	31	1.11
Natl Mediation Board	0	0	0	0	0	1	0	0	0	1	1.81
Natl Science Foundation	0	3	1	0	3	1	0	4	1	13	1.06
Natl Transportation Safety Board	0	1	0	0	0	0	0	1	0	2	0.61
Navjo & Hopi Indian Relocation Comm	0	0	0	0	0	0	0	0	0	0	0.00
Nuclear Regulatory Commission	1	3	0	2	2	6	0	3	1	18	0.48
Occupational Safety & Health Review	0	1	0	0	0	0	0	0	0	1	1.05
Office of the Fed Insp AL Nat Gas Trans	0	0	0	0	0	0	0	0	0	0	0.00
Office of Personnel Management	21	16	7	17	6	2	5	10	1	85	1.25
Overseas Private Investment Corp	0	0	0	0	0	0	0	0	0	0	0.00
Panama Canal Commission	11	0	5	3	0	0	6	1	3	29	0.34
Peace Corps	1	3	0	0	0	0	4	1	0	9	1.20
Pennsylvania Ave Development Corp	0	0	0	0	0	0	0	0	0	0	0.00

TABLE II-5 (Cont.): SEPTEMBER 30, 1983, DATA SUBMITTED BY AGENCIES SHOWING NUMBER OF PERSONS IN EACH OF THE TARGETED DISABILITY CATEGORIES

	Deaf	Blind	Missing Extrem-ities	Partial Paraly-sis	Comp. Paraly-sis	Convul-sive Disord.	Mental Retar-dation	Mental Illness	Dist of Limbs/ Spine	Total Target	% Target
Pension Benefit Guaranty Corp	2	1	1	0	1	1	3	1	0	10	2.28
Postal Rate Commission	1	0	0	0	0	0	0	3	1	5	7.69
Railroad Retirement Board	0	3	0	0	0	4	0	5	0	12	0.77
Securities & Exchange Commission	9	3	0	2	2	0	8	0	0	24	1.28
Selective Service System	0	0	0	0	1	0	0	0	0	1	0.39
Small Business Administration	3	2	10	9	9	7	2	7	2	51	1.01
Smithsonian Institution	5	5	2	6	1	1	1	4	1	26	0.62
Soldiers' & Airmen's Home	0	0	0	0	0	0	1	0	0	1	0.12
State	3	9	4	10	2	7	2	11	2	50	0.37
Tennessee Valley Authority	19	40	24	19	18	16	5	19	4	164	0.43
Transportation	21	36	17	51	15	22	28	29	11	230	0.36
Treasury	331	251	121	280	162	217	132	254	51	1,799	1.32
United States Information Agency	2	1	3	2	2	2	12	4	0	28	0.61
United States Postal Service	1,456	80	323	91	31	413	505	827	191	3,917	0.59
Veterans Administration	242	494	327	425	270	450	378	917	99	3,602	1.50
TOTALS	4,011	2,648	2,154	3,245	1,652	2,879	2,841	4,393	844	24,668	0.89

TABLE II-6

RANKING BY % OF PERSONS
WITH TARGETED DISABILITIES   DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TARGETED DISABILITY NUMBER	TD %	RANK
FEDERAL MARITIME COMMISSION	265	8	3.02	1
NATIONAL GALLERY OF ART	714	17	2.38	2
ARMS CONTROL & DISARMAMENT AGENCY	169	4	2.37	3
PENSION BENEFIT GUARANTY CORP	437	10	2.29	4
EDUCATION	5553	119	2.14	5
COMMISSION ON CIVIL RIGHTS	240	5	2.08	6
FEDERAL RESERVE BOARD	1535	30	1.95	7
MERIT SYSTEMS PROTECTION BOARD	375	7	1.87	8
DEFENSE USUHS	699	13	1.86	9
NATIONAL ENDOWMENT FOR THE HUMAN	258	4	1.55	10
EQUAL EMPLOYMENT OPPORTUNITY COMM	3183	49	1.54	11
VETERANS ADMINISTRATION	238739	3602	1.51	12
EXPORT-IMPORT BANK	335	5	1.49	13
GENERAL SERVICES ADMINISTRATION	25758	363	1.41	14
ACTION	524	7	1.34	15
TREASURY	135545	1799	1.33	16
DEFENSE LOGISTICS AGENCY	46921	614	1.31	17
SECURITIES AND EXCHANGE COMMISSION	1874	24	1.28	18
OFFICE OF PERSONNEL MANAGEMENT	6753	85	1.26	19
PEACE CORPS	747	9	1.20	20
DEFENSE MAPPING AGENCY	8813	106	1.20	21
DEFENSE AIR FORCE	205795	2462	1.20	22
CIVIL AERONAUTICS BOARD	433	5	1.15	23
HEALTH AND HUMAN SERVICES	152383	1738	1.14	24
NATIONAL LABOR RELATIONS BOARD	2784	31	1.11	25
NATIONAL SCIENCE FOUNDATION	1221	13	1.06	26
SMALL BUSINESS ADMINISTRATION	5064	51	1.01	27
DEFENSE ARMY	332833	3334	1.00	28
DEFENSE SUMMARY	938376	9335	0.99	29
LABOR	18166	178	0.98	30
HOUSING & URBAN DEVELOPMENT	13045	126	0.97	31
DEFENSE COMMUNICATIONS AGENCY	1690	16	0.95	32
DEFENSE OCHAMPUS	213	2	0.94	33
FEDERAL COMMUNICATIONS COMMISSION	1918	18	0.94	34
INTERNATIONAL TRADE COMMISSION	429	4	0.93	35
FEDERAL TRADE COMMISSION	1199	11	0.92	36
GOVERNMENT WIDE	2771978	24651	0.89	
COMMERCE	32817	291	0.89	37
INTERSTATE COMMERCE COMMISSION	1249	11	0.88	38
DEFENSE NAVY	314890	2693	0.86	39
FEDERAL DEPOSIT INSURANCE CORP	3757	32	0.85	40

TABLE II-6 (CONT)

RANKING BY % OF PERSONS
WITH TARGETED DISABILITIES DATA AS OF SEPTEMBER 30, 1983

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TARGETED DISABILITY NUMBER	TD %	RANK
INTERIOR	79398	632	0.80	41
RAILROAD RETIREMENT BOARD	1545	12	0.78	42
FEDERAL EMERGENCY MANAGEMENT AGENCY	4565	35	0.77	43
DEFENSE INVESTIGATIVE AGENCY	3239	24	0.74	44
NATIONAL AERONAUTICS & SPACE ADMIN	23782	176	0.74	45
ENVIRONMENTAL PROTECTION AGENCY	11500	83	0.72	46
DEFENSE NUCLEAR AGENCY	632	4	0.63	47
CONSUMER PRODUCT SAFETY COMMISSION	634	4	0.63	48
SMITHSONIAN INSTITUTION	4174	26	0.62	49
US INFORMATION AGENCY	4517	28	0.62	50
NATIONAL TRANSPORTATION SAFETY BD	323	2	0.62	51
AGRICULTURE	129776	791	0.61	52
ENERGY	15792	95	0.60	53
US POSTAL SERVICE	654675	3917	0.60	54
DEFENSE OFFICE OF SECRETARY	2530	15	0.59	55
DEFENSE NATIONAL GUARD BUREAU	1700	10	0.59	56
FEDERAL HOME LOAN BANK BOARD	1560	9	0.58	57
NUCLEAR REGULATORY COMMISSION	3707	18	0.49	58
DEFENSE AUDIOVISUAL AGENCY	218	1	0.46	59
DEFENSE CONTRACT AUDIT AGENCY	3803	17	0.45	60
TENNESSEE VALLEY AUTHORITY	37497	164	0.44	61
COMMODITY FUTURES TRADING COMM	465	2	0.43	62
SELECTIVE SERVICE SYSTEM	251	1	0.40	63
JUSTICE	59698	226	0.38	64
STATE	13347	50	0.37	65
NATIONAL ENDOWMENT FOR THE ARTS	270	1	0.37	66
TRANSPORTATION	63558	230	0.36	67
PANAMA CANAL COMMISSION	8297	29	0.35	68
AGENCY FOR INTER DEVELOPMENT	3753	13	0.35	69
DEFENSE INTELLIGENCE AGENCY	2632	9	0.34	70
FEDERAL LABOR RELATIONS AUTHORITY	298	1	0.34	71
ARMY/AIR FORCE EXCHANGE SERVICE	50715	114	0.22	72
SOLDIER'S AND AIRMEN'S HOME	772	1	0.13	73
DEFENSE OFFICE DEPENDENT SCHOOLS	11768	15	0.13	74
OVERSEAS PRIVATE INVESTMENT CORP	139	0	0.00	75
FEDERAL ELECTION COMMISSION	213	0	0.00	76
FARM CREDIT ADMINSTRATION	308	0	0.00	77
NATIONAL CREDIT UNION ADMIN	604	0	0.00	78

FOOTNOTES:

CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
EXECUTIVE OFFICE PRESIDENT	did not submit FY 1983 report
FEDERAL MEDIATION AND CONCILIATION SER	did not submit FY 1983 report

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